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PROFESSIONAL INCOME OF ENGINEERS
1988

A Report of an Annual Survey
Conducted by the

ENGINEERING MANPOWER COMMISSION

of the

American Association of Engineering Societies, Inc.
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Washington, DC 20002

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EMC conducts annual surveys of industry and schools of engineering, monitors trends in the supply of and demand for engineers, and produces annual reports on engineering enrollments, degrees, and salaries. In addition to its statistical studies, EMC also produces the *Engineering Manpower Bulletin,* which assesses trends in the engineering workforce including participation in the profession by women and ethnic minorities.

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ACKNOWLEDGEMENTS

The Engineering Manpower Commission wishes to express its grateful appreciation for the cooperation of the hundreds of organizations that provided the data on which this report is based.

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PROFESSIONAL INCOME OF ENGINEERS, 1988

INTRODUCTION

This is the 22nd in a series of Engineering Manpower Commission studies of the salaries of engineers working in industry in the United States. As in previous EMC salary surveys, the data were gathered from a survey of employers, obtaining summaries of the salaries of engineers according to their levels of experience, supervisory responsibility, and academic preparation. By classifying the participating organizations, the survey also supports comparisons of salaries among differing industrial sectors, geographic regions, or sizes of the employers.

EMC salary surveys do *not* provide data on salary variations among the several engineering disciplines, such as differences in median pay among civil, chemical, electrical and mechanical engineers. Obtaining these details would raise the burden that the survey places on its participants to unacceptable levels, and would raise complex problems of classification, because the labels that are applied to engineering education programs may not accurately describe the graduates' subsequent work. Where a degree of correspondence exists between particular engineering disciplines and employment sectors, EMC's data can provide some clues about the salaries that may be associated with different kinds of engineering training. For example, although this report does not report salaries for chemical engineers *per se*, it does report salaries paid to engineers of all kinds by the chemicals industry. But for disciplines like mechanical engineering (whose graduates may be found in virtually every sort of technical workplace), or for a sector like the federal government (which hires all types of engineers), these linkages between training and subsequent employment may not apply.

The data reflect base salaries as of February 1, 1988. Responding organizations were instructed to exclude all irregular forms of compensation, such as one-time bonuses, overtime payments, stock options, etc. Data were requested for all full-time engineering graduates, including those in nontechnical or managerial positions (some employers advised EMC, as they have in the past, that top management personnel with engineering backgrounds were not included in their responses). In a few cases, data were also provided for non-graduates who are classed by their employers as fully qualified engineers; such cases were treated as equivalent to engineers with B.S. degrees.

Salaries are presented in the form of statistical tabulations, with details for upper and lower deciles, upper and lower quartiles, medians, and means. These data are spread across 18 levels of experience, based on the number of years since attainment of the bachelor's degree (age is used to estimate experience in cases where data on the year of graduation is not available). In addition, summaries of these statistics across all levels of experience are included. Both raw salary statistics and smoothed-curve estimates across the experience levels are reported. Graphed maturity curves based on the smoothed results are provided for all tabulations.

This survey retains the changes adapted for this project in 1987. The time needed to produce the survey has been significantly reduced; tabulations include raw salary statistics as well as EMC's usual smoothed-curve results; and technical refinements have been incorporated in curve-smoothing methods. Details about these and other modifications of the methods used by EMC for this study are provided below. Other changes adopted in earlier years are continued in this year's project. More stringent rules than those used in the past have been adopted to ensure that salary estimates are based on a reasonable number of data points, and to reduce problems associated with the curve smoothing process.

The Engineering Manpower Commission has been engaged in studies of engineering compensation for over 35 years. EMC's salary reports began in 1953 with *Professional Income of Engineers.* The *Special Industry Report,* which began to appear in 1966, adds details for those with B.S., M.S. or Ph.D degrees to the materials in this volume. Originally, EMC's salary surveys were done every three years, then every two years; beginning in 1980, they began to be issued annually. EMC also does biennial surveys of the compensation of engineering educators; such a study was done in 1988 *(Salaries of Engineers in Education).* In addition to these detailed statistical volumes, a summary of the results of this survey, with special data on trends over time, is available in "Engineering Salaries, 1988," issue number 90 (September, 1988) of the *Engineering Manpower Bulletin*. For prices and information on orders, see the inside back cover of this report.

The goal of EMC's salary studies is to determine current levels of compensation for engineers and to report on trends over time. EMC does not evaluate individual salary situations, nor does it advise employers on rates that should be paid for specific positions. Indeed, our own data demonstrate that for any specific combination of employment sector, supervisory responsibilities, education, and experience, variations between the top and bottom salaries reported for the position (as measured by high and low deciles) are likely to be as great as the distinctions introduced by differences in any of the other factors. That is, variations in engineering pay *within* specific matched positions can be as large as variations *between* positions, even when the latter distinctions entail substantial differences in employment sectors, education, responsibility, or experience. On the whole, individual salaries are influenced by many considerations, including the economic conditions of particular industries and firms, and the skill, performance, and negotiating ability of particular people.

SURVEY METHODOLOGY

Questionnaires were mailed in February, 1988 to EMC's national list of engineering employers. For 1988, this listing was substantially updated and revised, using *Peterson's Guide to Engineering, Science, and Computer Jobs--1988* (Princeton: Peterson's Guides, 1987) as the principal basis for the listing, and augmenting this roster by adding in numerous other employers, including many smaller organizations, from the Engineering Manpower Commission's internal records of participants in past surveys. In addition to EMC's traditional matrix-style survey instruments, a "short form" questionnaire, first used in 1987, was provided (copies of all instruments are included in the appendices to this report). This form is aimed at employers with 50 or fewer engineers, and is intended to provide a simpler method for reporting. Also, EMC invited participants to provide data in the form of simple ASCII files on floppy disks. Data on over 30,000 engineers was processed this way, a substantial increase from 1987 when EMC first experimented with that response format. We hope to process more data in machine-readable form in the future, as it substantially reduces labor burdens and data entry errors.

Responses to the survey representing 111,907 engineers were obtained from 267 private sector employers. In addition, EMC also obtained data on the salaries of 4,309 engineers employed by federal, state or local governments, and 13,934 engineering educators (reported separately in *Salaries of Engineers in Education).* Further processing of the data included these steps:

1. Preliminary tabulations were run to confirm manual counts of the number of responding organizations and the number of engineers represented by the data for each company and industrial sector. Participants were assigned to industrial sectors on the basis of their responses to an item on the survey forms that asked each company to indicate how the organization should be classified. Some participants were classed in two or more sectors (see the appended list of responding organizations for details). Final sectoral groups were

formed only if at least four responding organizations and at least 200 engineers were represented. The requirement for four organizations is a slight relaxation of earlier EMC rules and was adopted in 1988 to provide the best payoff in sector formation for the study. Participants whose preferred sectors could not be formed were grouped into three residual categories *(other durable goods manufacturers, other nondurable goods manufacturers, and other non-manufacturers)*. The durable/nondurable distinction was adopted in 1987. Several participants indicated that they fit into no conventional sectors, and proposed classification in an "other" (residual) sector in the first place; these were also included in the durable goods manufacturing group. See the table *Distribution of Responses*, below, for a detailed list of the final 1988 industrial sectors.

2. Within sectors, no one responding organization was permitted to account for more than one-half (50 percent) of the data points--number of engineering salaries--reported for the sector. Weighting was used to carry out these adjustments, which have the effect of limiting the influence of any single organization on the results of the survey. In most cases, the actual effects of these adjustments are negligible, because weighted organizations only rarely vary greatly from others in the same sector in their salary practices.

3. Within sectors, further divisions of the data to isolate such subgroups as supervisors, engineers with master's degrees, etc., can have the effect of reducing the size of data pools below the 200-case minimal standard. In such cases, no salary statistics were generated.

4. Across sectors, in estimates of combined-industry salaries for such groups as electric and gas utilities, all manufacturers, etc., the data were weighted again to bring the sector-by-sector distribution of engineers into line with the actual distribution of engineers in the work force. As in other recent EMC salary surveys, the basis for this second set of weights is the U.S. Bureau of Labor Statistics' industry-and-occupation matrix. The matrix is a computer-based model maintained by the Office of Economic Growth at BLS, and accounted for some 1.3 million employed engineers as of 1986. The table, below, on the distribution of responses includes the BLS data for the numbers of engineers in the several sectors. Also, weights for the "All Industries" tables are reported. It is apparent that EMC's data base, which is not a random sample, roughly parallels the actual engineering labor force in its distribution among the major types of industries. The unweighted data tends to overrepresent the chemical, petroleum, and utility sectors, and to underrepresent the non-electric machinery sector; weights eliminate these biases as well as a number of other differences between EMC's data base and the distribution of engineers, as estimated by BLS, in the U.S. industrial economy.

5. The raw medians, quartiles and other percentiles were developed by straight-line interpolation within salary brackets, rounded to the nearest $50. The median, or 50th percentile, provides an illustration. The median for any ranked distribution is that value that divides the data in half, with 50 percent of the cases above it and 50 percent below. For example, if there are 249 engineers with a given level of experience in a sector, the median salary for this level of experience is the value of the 125th data point. EMC's data are grouped into salary brackets, so calculation requires one to determine which group of salaries contains this median point. Interpolation then yields the final raw result; continuing the example, if the 125th point happens to be the 20th case in the $36,000-$37,999 bracket, and if there are 39 cases in this bracket, then the median will be stated as $37,000. Calculation of the deciles and quartiles is similar, except that in those cases the statistic cuts the data into quarters or tenths.

6. Statistics for deciles, quartiles, medians, and means were not computed if the number of data points for those with a given level of experience (years since obtaining the B.S. degree) was either ten or less, or less than one percent of all the cases in the data set; if the data were for supervisors with less than four years of

experience; if the data were for engineers with master's degrees and less than two years' experience; or if the data were for engineers with doctoral degrees and less than five years' experience.

CURVE SMOOTHING

As in the past, EMC's final salary statistics were generated from raw results using four-parameter smooth curves computed by the least squares method. Raw statistics were converted, using data across all levels of experience, into curves of the form

$$y = ax^z + bx + c$$

where y = the reciprocal of the salary and x = (43 minus the number of years since the first degree). The computational algorithm yields values for the parameters a, b, c and z which minimize the sum of the squares of the differences between the raw and smooth values of y. The squared differences are weighted by the number of cases associated with each set of data points. Transformed values were used to improved precision.

This approach to curve smoothing was adapted by Richard C. Fremon (a former chairman of the Commission and presently an emeritus member) from similar routines he developed for salary curve smoothing at AT&T's Bell Laboratories in the 1960's, and has been used by EMC since 1967. In reprogramming the routines for use on EMC's new computing systems, some new wrinkles were added in 1987. Improved handling of values arbitrarily used for beginning and ending salary brackets--in 1988, for salaries of more than $125,000 or less than $22,000 per annum--has eliminated many difficulties experienced in the past when top salaries for some of the most highly paid engineers, such as senior supervisors in the petroleum industry, tended to be artificially depressed. Also, graphing routines were adjusted so that plotted curves accurately reflect the actual value assumed for the top experience bracket (39 years).

A more fundamental adjustment is allowance for the fact that more than one "minimal" sum of squares can be computed for most of these salary data, depending on what values are assumed at the beginning of the process. EMC's traditional program iterated the computations until the sum of the squared differences began to rise; at that point the process would end and the current results would be used as final values. In some distributions of the data (for example, when the statistics are dominated by a pair of companies with very dissimilar salary scales) this approach could yield unsatisfactory results. In the more common curve smoothing exercises employed by many corporations to examine compensation practices, such problems can be handled through trial-and-error tests until a satisfactory outcome is reached. That sort of solution is less feasible for EMC, both because of the volume of curves the project generates and because more consistent methods are needed to provide a degree of comparability among different results in any one year as well as among results over time, from one year to the next.

To provide improved results while still adhering to predictable methods, the curve-smoothing program was adjusted to test the value of the key parameter z, which ordinarily begins at 1.0, incrementing in steps of 0.1 until the sums of squares no longer shrink. When this process was completed for any given set of data, z was inspected to determine whether or not it had reached more than a relatively small value (2.0 out of a possible top value, set arbitrarily, of 15.0). If not, the process was run a second time after re-initializing z to a starting value of 2.0. (This represents a small correction from the procedure used in 1987, when the value was re-initialized to 5.0.) This step insured that in almost every case a *pair* of curves would be generated, which could then be compared to choose the one with the best fit to theory (e.g., that salaries should increase most rapidly in early years and flatten with greater experience), as well as a good fit to the original data (that is, the curves should not grossly distort the raw results). The final curves were selected by choosing the version that came closest to the raw results for the starting (less than one year of experience), ten, and 25-year experience brackets (in some cases, adjacent brackets were used to compare the pair of curves, because of obvious aberrations in the raw results).

In practice, the following outcomes were observed. EMC's traditional curves, which are produced by the first-iteration process described above, tend to be "peaky" (although the peak may occur outside the visible portion of a graph, so that the curve appears as virtually a straight line). Often these curves do not seem to curve down enough at the early (beginning) salary levels, especially when data are for supervisors or engineers with advanced degrees. The alternative curves, which were computed using higher starting values for z, behave differently. Usually (not inevitably, however) they conform closely to the raw data for salaries of new engineers. At more advanced levels of experience, these curves flatten out; depending on the sector, this can be either an advantage or a drawback.

Curves of this second-iteration type turned out to be selected most often. The test in all cases was the closeness of the fit between raw and smoothed data. The first-iteration, more traditional curves were used only rarely (except in the cases of the engineering educators, where the first-iteration curves usually were the preferable ones).

The provision of the raw data as well as the smooth-curve estimates doubles the amount of information provided by EMC and enables much more sophisticated interpretations and applications of these statistics. It allows EMC to make distinctions between *factual outcomes,* which is what the raw statistics are, and *best estimates of the underlying trends*. The Commission is continuing to examine alternative curve-smoothing procedures, such as applications of banded splines, regression models, and anchoring points.

PRESENTATION OF RESULTS

Curves and tables in this report are arranged in a hierarchy, starting with the broadest grouping ("All Industries") and then working through specific sectors, to the extent permitted by the data and the rules and conventions discussed above.

The "All Industries" data are extensive, and include details for supervisors and nonsupervisors, and variations by size of employer and region of the nation. Next, data are presented for "All Manufacturing Industries," and for the industrial sectors that are included in that group; then the report concludes with a similar section for "All Non-Manufacturing Industries."

The table of contents for this report can assist users in locating comparative data of interest; the specific participating organizations in each sector are identified in the appendices, so that users can better judge the applicability of the information given for a particular sector to their own situations.

The tabulations accompanying the curves include mean salaries (not plotted) and the distribution of the cases among the various experience brackets. The tables also list the numbers of cases falling in the extreme salary brackets (for industry data in 1988, less than $22,000 or more than $125,000). The tabulations also provide summary data for salaries across all experience brackets. Such broad statistics are unlikely to be applicable to specific engineers, but they are useful in assessing differences among groups. Since these data are now routinely provided in the tables, the brief discussion of overall salary outcomes that was once included in these introductions has been dropped from the text.

Data provided by participants in EMC salary surveys are confidential and only aggregates are presented. Only EMC staff have access to completed forms. Forms do not identify salaries of specific persons.

DEFINITIONS

1. Industrial Sectors and Combined Groupings:

All Industries includes all participating organizations in the 1988 EMC salary surveys (other than government).

All Manufacturing includes the following industrial sectors: aerospace; basic metals; chemicals; electric, electronic, and computing equipment; fabricated metal products; machinery (other than electric); petroleum; other durable goods manufacturers; and other nondurable goods manufacturers.

Electrical and Electronic Products is a summary grouping; in addition, separate reports are provided for manufacturers of electrical equipment, electronic equipment, and computing systems.

Other Durable Goods Manufacturing includes participating organizations whose preferred industrial sectors--which included the automotive, business machines, lumber and wood products, precision instruments, railroad equipment, and shipbuilding industries--could not be formed due to a lack of a sufficient number of responding employers, data points, or both. This group also includes several other participants that explicitly requested placement in an "other" category because no traditional sector seemed to apply to their product mix.

Other Nondurable Goods Manufacturing includes participating organizations whose preferred industrial sectors --in these cases, the paper, textile, and rubber and plastic product groups--could not be formed, but where the durable/nondurable distinction could be used to keep them distinct from the other residual group.

Non-Manufacturing Industries is a summary group that includes construction, consulting and engineering services, electric and gas utilities, research organizations, and a miscellaneous residual group of "other" non-manufacturing organizations (see below).

Consulting and Engineering Services is a summary group; separate reports are also provided on both components.

Utilities is a summary group; separate reports are also provided for electrical utilities (which include combined electric and gas utilities), and for gas utilities (principally pipeline companies).

Other Non-Manufacturing is a residual group for respondents whose preferred classifications could not be formed, due to lack of sufficient data. Specifically, the group includes companies or organizations in mining, communications, business/trade/publishing, and professional societies/nonprofit institutes.

Large Industrial Employers have 5,000 or more employees; *Medium Industrial Employers* have between 500 and 4,999 employees; *Small Industrial Employers* have less than 500 employees.

A table identifying the regional classifications used in this report is included at the beginning of the tabulations by region.

2. Chart Data (a facsimile chart is provided in the appendices for readers wishing to plot their own data):

Median: the point in a ranked array of data that is the midpoint of the series; the 50th percentile.

Quartile: points in ranked arrays that divide the series into quarters. The lower quartile is the 25th percentile; the upper quartile is the 75th percentile.

Decile: points in ranked arrays that divide the series into tenths. The lower decile is the 10th percentile; the upper decile is the 90th percentile.

Mean: sum of the values of the data, divided by the number of cases (data points). Provided as a convenience, but rarely used in income because means are sensitive to extreme values, while medians are not.

Years Since Baccalaureate Degree: a measure of experience. In 1988, an engineer with zero years of experience received the bachelor's degree in 1987 or the first quarter of 1988. Engineers with two, three or more years of experience may have been working or may have been pursuing advanced degrees.

Supervisors: those "whose duties are primarily managerial or supervisory," whether or not they currently work in engineering positions. Some participating organizations indicate that they do not report salaries of top managers.

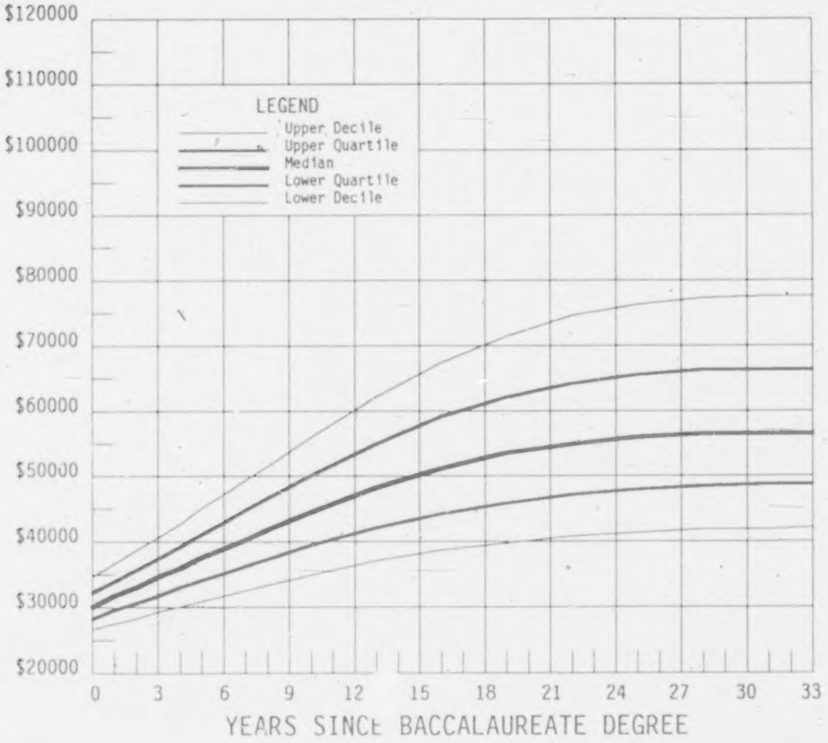
DISTRIBUTION OF RESPONSES

Industry Group:	Participating Organizations:	Engineers Represented:	All Employed Engineers (BLS Data for 1986):	Sector Weight:
All Industries	267	111,907	1,157,866	N/App
All Manufacturing	104	59,747	711,377	N/App
Aerospace	15	16,845	146,972	0.84322
Basic Metals	4	782	15,812	1.95524
Chemicals/Drugs/Plastics	4	9,668	38,755	0.38746
Electric Machinery/Electronics/Computers	29	13,873	239,079	1.66561
Electrical Machinery	9	1,845	---	---
Electronics	16	11,669	---	---
Computers	4	359	---	---
Fabricated Metal Products	11	1,402	32,017	2.20685
Machinery (Other Than Electrical)	9	207	62,913	29.37681
Petroleum	6	7,827	32,136	0.39670
Other Durable Goods Manufacturing	21	8,879	106,599	1.16027
Other Nondurable Goods Manufacturing	5	264	37,094	13.58333
All Non-Manufacturing	163	52,160	446,489	N/App
Construction	6	1,369	39,741	2.80570
Consulting/Engineering Services	60	14,264	160,573	1.08798
Consulting	38	7,457	---	---
Engineering Services	22	6,807	---	---
Electric/Gas Utilities	48	12,581	39,175	0.30093
Electric Utilities	42	12,296	---	---
Gas Utilities	6	285	---	---
Research & Other Non-Manufacturing	49	23,946	207,000	0.83550
Research & Development Organizations	38	23,572	---	---
Other Non-Manufacturing	11	374	---	---

NOTES: Participating organizations counted in primary (first-named) sector only. Totals in specific tables may not exactly match these numbers, due to rounding in the weighting process. Additional weights, not depicted here, were used for the "All Manufacturing" and "All Non-Manufacturing" groups. Data for engineers in government are not used in this table; those figures add 173,881 engineers to the BLS work force estimates. In general, statistics from the 1986 BLS Industry-and-Occupation Matrix have been regrouped here, to accomodate EMC's broader sectoral definitions.

CURVES AND TABLES FOR ALL INDUSTRIES—1988

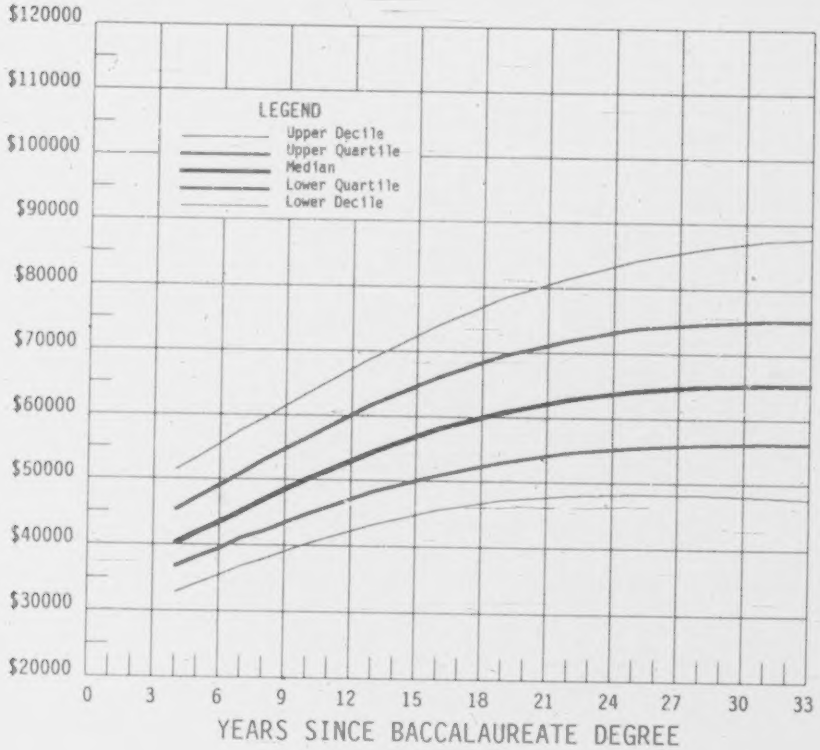
SALARY CURVES FOR ENGINEERS IN ALL INDUSTRIES
ALL ENGINEERS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: ALL INDUSTRIES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	34600	36550	38550	40650	42750	44950	47150	49350	51600	55950	62100	67450	71600	74600	76400	77300	77600	77150	67050
Upper Quartile	32200	33900	35650	37450	39250	41050	42900	44750	46550	50100	55000	59100	62250	64400	65700	66300	66500	66100	56000
Median	30250	31650	33100	34600	36050	37500	39000	40400	41850	44550	48200	51200	53500	55050	56000	56450	56600	56400	46050
Lower Quartile	28400	29550	30700	31850	33000	34100	35200	36300	37400	39400	42100	44300	46000	47250	48050	48500	48700	48800	37500
Lower Decile	26550	27450	28350	29250	30150	31000	31850	32650	33450	34950	36950	38550	39800	40750	41350	41750	41950	42150	32100
Mean	30550	32000	33450	34950	36450	37950	39450	40900	42400	45200	49100	52400	55000	56850	58050	58800	59100	59200	48300
Raw (Unsmoothed) Statistics																			
Upper Decile	33650	36400	38800	40300	42600	45850	48050	50400	52400	55800	61750	66500	71300	73600	75400	77600	77450	78650	67050
Upper Quartile	31750	33500	35500	37100	39400	42100	43750	45550	47550	49900	54500	58100	62150	63500	66050	66300	66300	67000	56000
Median	29900	31500	33050	34200	35900	38250	39800	41100	42250	44500	47900	50700	53350	54400	56300	56350	56100	57250	46050
Lower Quartile	28050	29550	30850	31400	32650	34500	35900	37250	38000	39050	41600	44150	45750	46750	48700	49300	48700	48600	37500
Lower Decile	25550	27400	28700	29150	30100	31650	32200	33600	34400	34450	36450	38500	39250	40050	42650	42000	41900	42200	32100
Mean	30200	31750	33500	34600	36250	38500	40100	41700	43050	45100	48700	51900	54700	56200	58450	59050	59000	59650	48300
Supporting Data																			
Total Number	2797	3442	4367	4796	4370	4334	4846	4797	4185	10447	9638	9021	8321	7850	6525	6738	6258	9173	111907
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	4	5	16	23	46	46	71	212
Less Than $22000	51	40	4	5	2	9	7	5	4	4	8	4	5	8	8	8	13	13	199

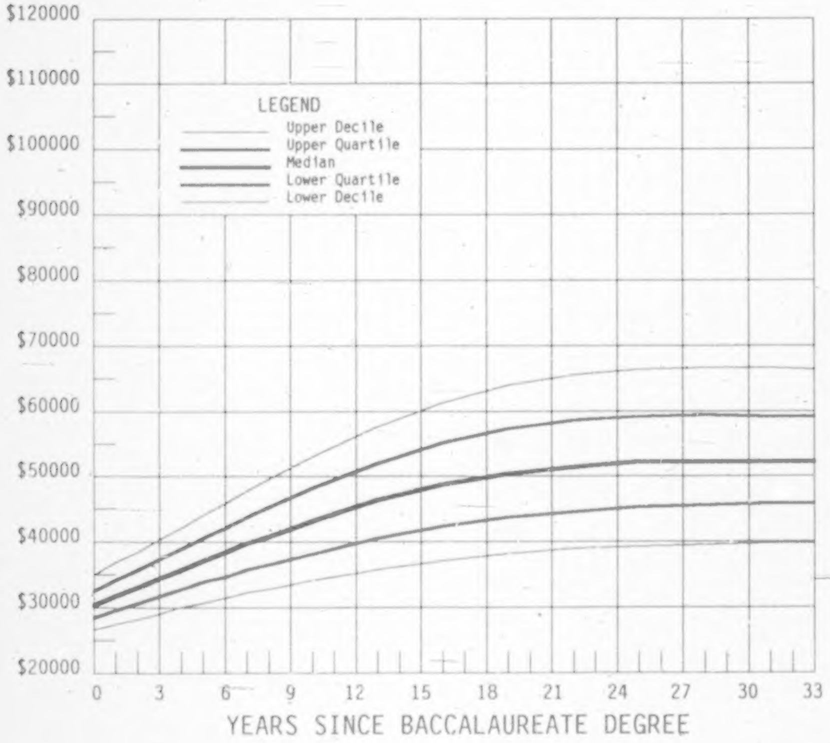
SALARY CURVES FOR ENGINEERS IN ALL INDUSTRIES
SUPERVISORS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: ALL INDUSTRIES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	0	0	0	0	51400	53450	55500	57500	59550	63500	69100	74100	78300	81700	84250	86100	87350	88750	79900
Upper Quartile	0	0	0	0	45250	47150	49100	51050	52950	56650	61750	66100	69600	72100	73800	74800	75250	75400	69500
Median	0	0	0	0	40200	41900	43550	45200	46850	50050	54350	58050	60900	62950	64300	65050	65350	65350	59400
Lower Quartile	0	0	0	0	36800	38200	39600	40950	42250	44800	48150	50950	53100	54550	55500	56000	56200	56150	50300
Lower Decile	0	0	0	0	32850	34200	35500	36800	38000	40350	43300	45550	47100	47900	48250	48150	47900	47100	43300
Mean	0	0	0	0	41700	43300	44950	46550	48150	51250	55550	59250	62250	64500	66100	67100	67700	68200	61300
Raw (Unsmoothed) Statistics																			
Upper Decile	0	0	0	0	48950	53800	54650	58550	60200	64650	69200	72900	77950	82150	84250	86000	88450	88400	79900
Upper Quartile	0	0	0	0	44400	46350	47950	51900	52950	57500	62250	65600	69800	71600	73200	74700	75150	76000	69500
Median	0	0	0	0	40100	40650	43300	45050	47650	50250	54750	57500	61600	62700	64050	63950	65600	65950	59400
Lower Quartile	0	0	0	0	37550	38200	38950	40100	41600	45200	48550	51050	53700	54200	55050	54600	56650	56850	50300
Lower Decile	0	0	0	0	32750	34150	34000	37800	38200	40650	43300	45750	47250	47650	46600	48300	49950	46700	43300
Mean	0	0	0	0	41100	42950	44150	46800	48450	51800	55850	58950	62450	64250	65550	66600	68300	68500	61300
Supporting Data																			
Total Number	45	45	58	151	263	285	505	556	688	1951	2517	3199	3235	3063	2732	2928	2459	3508	28187
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	4	5	16	20	45	46	69	205
Less Than $22000	0	0	0	0	0	0	0	0	0	0	1	0	2	8	8	8	10	13	50

SALARY CURVES FOR ENGINEERS IN ALL INDUSTRIES
NON-SUPERVISORS, ALL DEGREE LEVELS

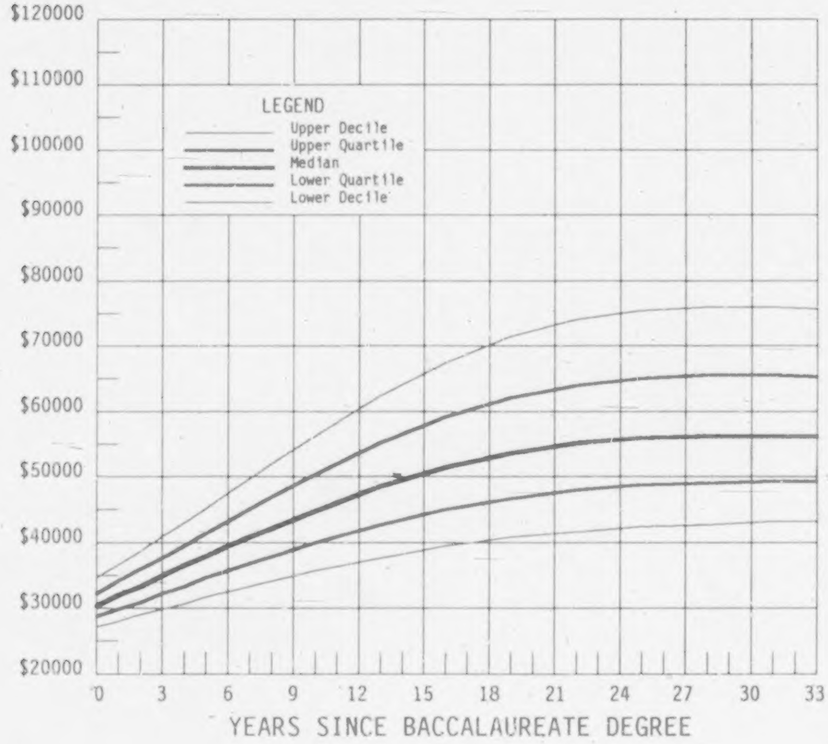


ENGINEERING SALARY STATISTICS: ALL INDUSTRIES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	34900	36700	38500	40350	42200	44050	45900	47700	49500	52950	57500	61200	63900	65600	66500	66800	66700	65900	58550
Upper Quartile	32450	34050	35650	37300	38900	40550	42150	43750	45300	48250	52100	55150	57350	58650	59300	59450	59300	58550	50800
Median	30400	31750	33100	34450	35800	37100	38400	39700	40900	43250	46300	48700	50450	51550	52150	52350	52350	51950	42400
Lower Quartile	28650	29700	30750	31750	32750	33750	34700	35650	36550	38250	40500	42300	43700	44650	45250	45650	45800	45850	35450
Lower Decile	26700	27550	28350	29200	30000	30750	31500	32200	32900	34200	35850	37200	38150	38850	39250	39500	39650	39650	31150
Mean	30750	32050	33400	34700	36050	37350	38650	39950	41200	43500	46600	49050	50900	52100	52800	53100	53200	52950	43950
Raw (Unsmoothed) Statistics																			
Upper Decile	33600	36350	38650	40100	42000	45400	47200	49250	50650	53150	56750	59250	62350	63800	66650	56550	66550	68400	58550
Upper Quartile	31700	33500	35500	37000	39100	41850	43300	44850	46200	48400	51750	53550	55750	57250	59700	59150	58850	60700	50800
Median	29850	31500	33000	34100	35650	38000	39450	40700	41550	43250	45800	47700	49550	50650	52650	52650	52000	53000	42400
Lower Quartile	28050	29550	30800	31350	32500	34350	35600	36850	37450	38200	40000	41500	42800	43600	46300	46050	45600	46550	35450
Lower Decile	25550	27350	28700	29100	30050	31500	32050	33200	33950	33800	35300	36800	37100	38250	40350	39450	39900	40100	31150
Mean	30100	31700	33400	34450	35900	38200	39650	41050	41950	43550	46150	48000	49750	51100	53350	53200	53000	54150	43950
Supporting Data																			
Total Number	2752	3397	4309	4645	4107	4050	4342	4241	3498	8496	7120	5822	5086	4787	3793	3810	3800	5665	83720
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	1	0	2	7
Less Than $22000	51	40	4	5	2	9	7	5	4	4	8	3	3	0	0	0	2	0	149

ALL INDUSTRY CURVES AND TABLES, BY SIZE OF EMPLOYERS

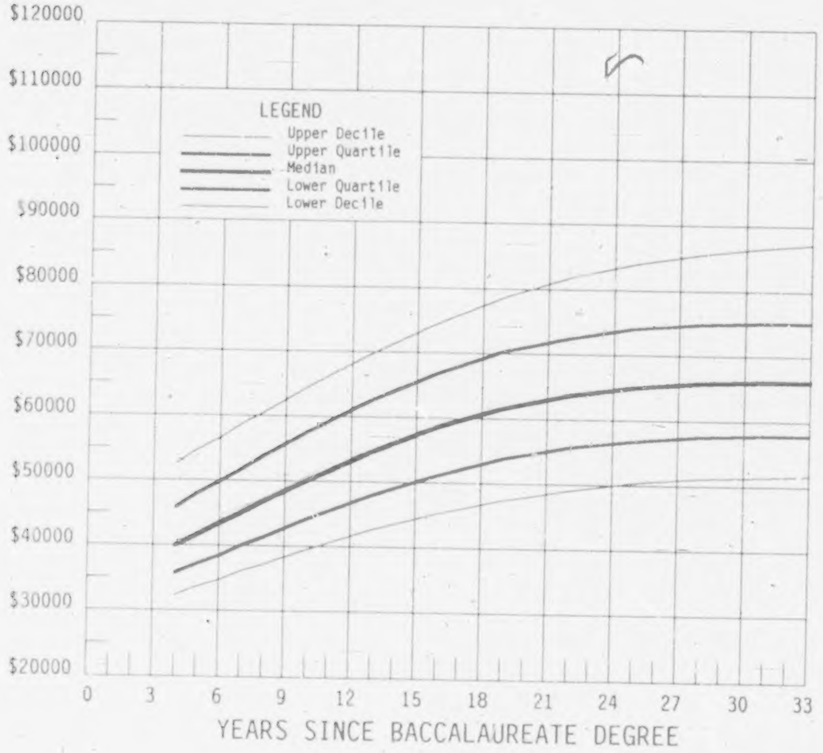
SALARY CURVES FOR ENGINEERS IN LARGE COMPANIES
ALL ENGINEERS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: LARGE COMPANIES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	34650	36650	38700	40850	43000	45200	47450	49700	51950	56300	62400	67550	71400	74000	75400	75950	75900	74950	66650
Upper Quartile	32400	34150	35900	37700	39500	41350	43200	45050	46850	50350	55150	59100	62100	64050	65150	65600	65600	64950	55950
Median	30500	31950	33400	34900	36400	37850	39350	40750	42200	44900	48500	51450	53650	55100	55950	56300	56350	56000	46550
Lower Quartile	28750	29900	31050	32200	33400	34550	35650	36800	37850	39900	42650	44950	46650	47900	48750	49200	49450	49500	38050
Lower Decile	27200	28100	29000	29900	30800	31650	32500	33350	34150	35650	37700	39350	40700	41650	42350	42800	43100	43350	32450
Mean	30850	32300	33800	35300	36800	38300	39800	41300	42800	45600	49500	52700	55200	56950	58050	58600	58850	58750	48500
Raw (Unsmoothed) Statistics																			
Upper Decile	33700	36650	38850	40550	42650	46100	48400	50900	52700	56050	61800	66450	71200	73500	74950	76750	75250	76050	66650
Upper Quartile	31850	33700	35750	37550	39600	42400	43800	45950	47600	50150	54650	58050	61800	63650	65400	66000	64800	65950	55950
Median	30350	31800	33150	34700	36250	38350	40150	41500	42250	44850	48150	50800	53650	55000	56400	56400	55300	56800	46550
Lower Quartile	28800	30050	31000	31950	33000	34650	36200	37500	38000	39550	42100	44700	47100	48100	49550	49950	48700	49200	38050
Lower Decile	27550	28250	29050	29600	30450	31700	32750	33950	34250	35150	37100	39450	41450	42150	43100	42900	42350	43050	32450
Mean	30850	32150	33650	35000	36500	38700	40400	42100	43100	45450	49000	52100	55250	57050	58550	59250	57950	59000	48500
Supporting Data																			
Total Number	1781	2449	3035	3317	3064	3174	3512	3504	3132	7330	6462	6183	5706	5408	4647	4712	4835	6260	78511
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	2	3	12	14	33	20	37	122
Less Than $22000	8	4	3	4	2	8	3	4	4	2	6	3	4	9	8	8	13	13	106

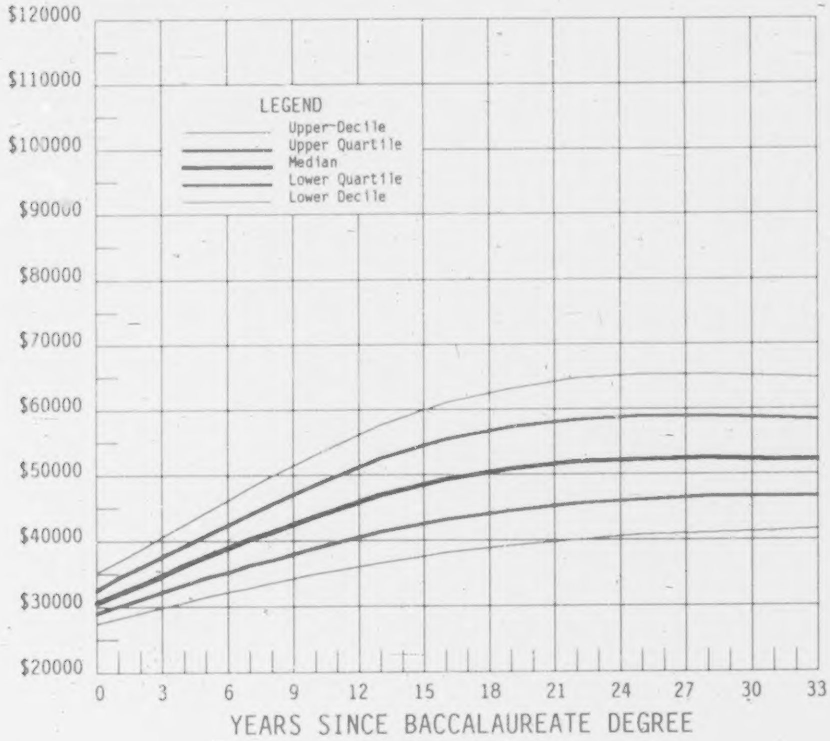
SALARY CURVES FOR ENGINEERS IN LARGE COMPANIES
SUPERVISORS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: LARGE COMPANIES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	0	0	0	0	52550	54550	56600	58600	60600	64450	69900	74650	78650	81750	84100	85700	86800	87950	79800
Upper Quartile	0	0	0	0	45950	47950	49900	51850	53800	57550	62650	66950	70300	72650	74150	74950	75300	75150	70150
Median	0	0	0	0	39900	41650	43400	45150	46850	50200	54800	58650	61700	63800	65200	65900	66200	66050	60250
Lower Quartile	0	0	0	0	35600	37050	38500	40000	41400	44200	48050	51300	53800	55650	56900	57600	57900	58000	51350
Lower Decile	0	0	0	0	32300	33500	34750	35950	37150	39450	42600	45350	47500	49150	50350	51100	51500	51900	43400
Mean	0	0	0	0	41450	43150	44850	46550	48200	51450	55950	59800	62900	65250	66850	67900	68450	68850	61800
Raw (Unsmoothed) Statistics																			
Upper Decile	0	0	0	0	50100	54400	55900	59400	61250	65650	70200	72800	77300	83000	84950	87750	86100	86750	79800
Upper Quartile	0	0	0	0	43500	46700	49200	53500	54250	58400	62650	66500	70300	72300	73950	75250	74550	75600	70150
Median	0	0	0	0	38700	40450	43100	46350	47050	50550	54900	58250	61800	64000	65300	65450	65100	66800	60250
Lower Quartile	0	0	0	0	34200	37100	38200	41050	40500	44650	48250	51200	53850	55750	57350	56700	56400	59150	51350
Lower Decile	0	0	0	0	31300	33200	33100	37350	37800	39900	42050	45300	48100	49200	50750	49850	50200	53100	43400
Mean	0	0	0	0	40050	42700	44100	47800	48400	51950	55900	59300	62800	65550	67100	68000	67200	69350	61800
Supporting Data																			
Total Number	9	26	39	79	138	202	315	401	520	1413	1647	2060	2179	2051	1806	1902	1797	2116	18707
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	2	3	12	14	33	20	37	122
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	2	9	8	8	10	13	50

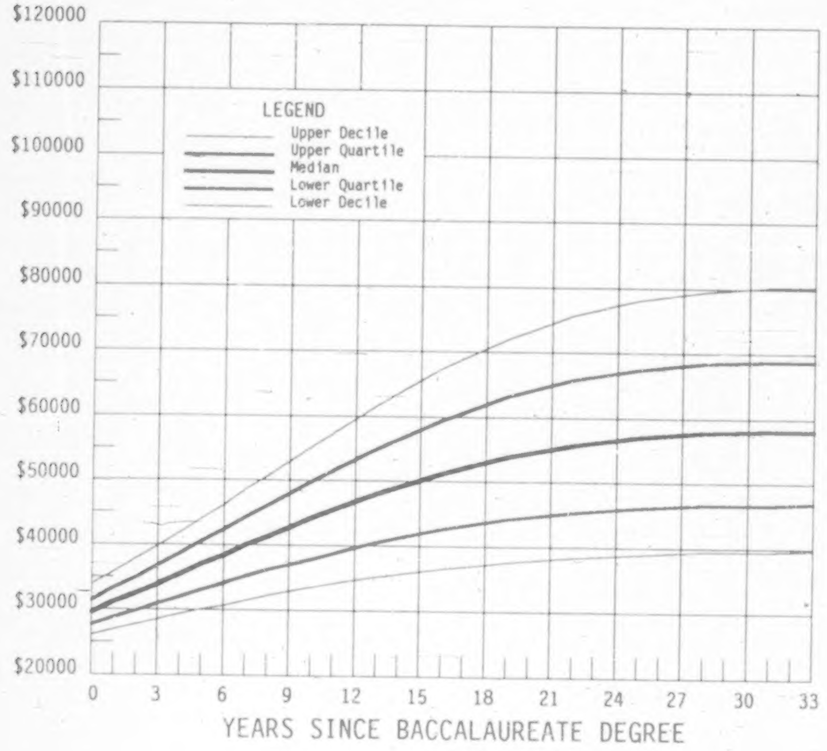
SALARY CURVES FOR ENGINEERS IN LARGE COMPANIES
NON-SUPERVISORS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: LARGE COMPANIES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	35150	36900	38750	40600	42450	44300	46150	47950	49750	53100	57500	60950	63300	64700	65250	65250	64950	63850	58250
Upper Quartile	32650	34300	35950	37600	39250	40900	42500	44100	45700	48600	52450	55350	57350	58450	58900	58850	58550	57550	51200
Median	30700	32050	33450	34800	36200	37550	38350	40150	41450	43800	46850	49250	50900	51900	52400	52500	52400	51850	43150
Lower Quartile	28950	30050	31100	32200	33250	34300	35300	36250	37200	39000	41350	43200	44600	45600	46200	46550	46650	46650	36150
Lower Decile	27450	28250	29050	29850	30650	31450	32200	32900	33600	34950	36650	38100	39250	40100	40700	41150	41400	41700	31600
Mean	31050	32400	33750	35100	36450	37800	39100	40400	41650	43950	47050	49450	51200	52300	52900	53150	53150	52750	44350
Raw (Unsmoothed) Statistics																			
Upper Decile	33650	36600	38700	40400	42400	45750	47650	49400	50800	53150	56900	59000	61500	63250	64850	65350	64450	66350	58250
Upper Quartile	31850	33700	35700	37450	39500	42200	43500	45150	46500	48600	52200	53750	55950	57400	58900	58700	57850	59600	51200
Median	30350	31800	33100	34650	36150	38200	39900	41050	41700	43800	46300	48300	50450	51400	52650	52800	51800	52750	43150
Lower Quartile	28800	30000	31000	31900	32950	34550	36100	37150	37500	38800	40900	42700	44450	45350	46800	47050	46000	47000	36150
Lower Decile	27500	28200	29050	29600	30450	31650	32700	33600	33700	34500	36200	38000	39250	40700	41450	41350	41000	41450	31600
Mean	30750	32100	33550	34850	36300	38450	40050	41350	42050	43900	46650	48500	50550	51900	53100	53350	52500	53750	44350
Supporting Data																			
Total Number	1771	2423	2998	3237	2930	2973	3201	3100	2612	5916	4811	4121	3525	3356	2838	2810	3036	4143	59801
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Less Than $22000	8	4	3	4	2	8	3	4	4	2	6	2	2	0	0	0	2	0	55

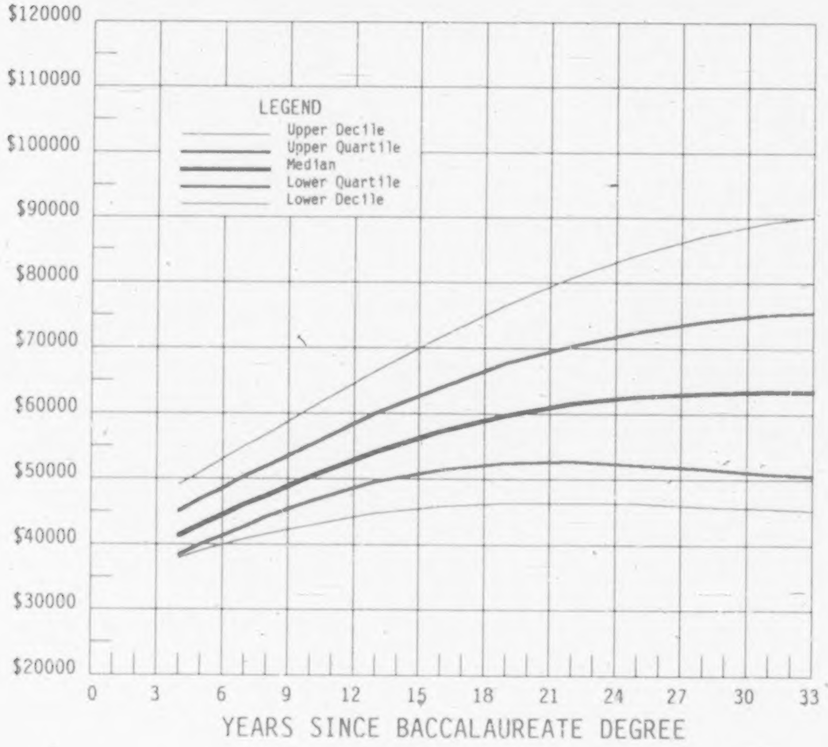
SALARY CURVES FOR ENGINEERS IN MEDIUM-SIZED COMPANIES
ALL ENGINEERS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: MEDIUM-SIZED COMPANIES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	33850	35750	37750	39800	41900	44050	46250	48500	50750	55200	61650	67400	72100	75700	78100	79550	80250	80450	68200
Upper Quartile	31550	33250	35000	36800	38600	40450	42350	44200	46100	49800	55000	59500	63100	65750	67450	68450	68900	68850	56800
Median	29650	31100	32500	34000	35450	36950	38400	39900	41350	44150	48000	51300	53900	55750	57000	57750	58100	58150	45300
Lower Quartile	27700	28800	29900	30950	32050	33100	34150	35150	36150	38000	40550	42600	44200	45350	46100	46600	46800	46950	36150
Lower Decile	26050	26850	27650	28450	29250	30000	30750	31500	32200	33500	35200	36600	37700	38500	39050	39400	39600	39800	31400
Mean	30050	31450	32900	34350	35800	37250	38750	40200	41650	44500	48400	51850	54650	56800	58300	59250	59850	60350	48100
Raw (Unsmoothed) Statistics																			
Upper Decile	33600	35450	36800	39300	42500	45050	47450	49800	52050	55600	61700	66400	71500	73150	76450	76800	84000	82700	68200
Upper Quartile	31250	33000	34700	35850	38850	41200	44150	45350	47350	49850	54850	58450	62750	63700	67850	66800	70600	70100	56800
Median	28650	31000	32850	33500	35200	38300	39400	40800	42300	44300	48150	51300	52600	53550	56300	56550	60350	59550	45300
Lower Quartile	25800	28550	30700	30900	32050	34650	34950	36400	38050	38050	40700	41450	41550	43950	46550	48050	49900	46700	36150
Lower Decile	24700	26150	28450	28850	28900	31650	30850	31950	34900	32250	35050	37000	36800	35700	41150	39350	41250	39800	31400
Mean	29400	30900	32950	34050	35750	38250	39750	41200	43050	44550	48400	51550	53500	54650	58050	57900	63050	61300	48100
Supporting Data																			
Total Number	797	745	1028	1115	1042	947	1004	924	811	2228	2271	2101	2010	1835	1518	1586	1145	2253	25369
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	2	2	6	3	19	30	64
Less Than $22000	2	31	1	0	0	1	0	0	0	0	1	1	0	0	0	0	0	0	37

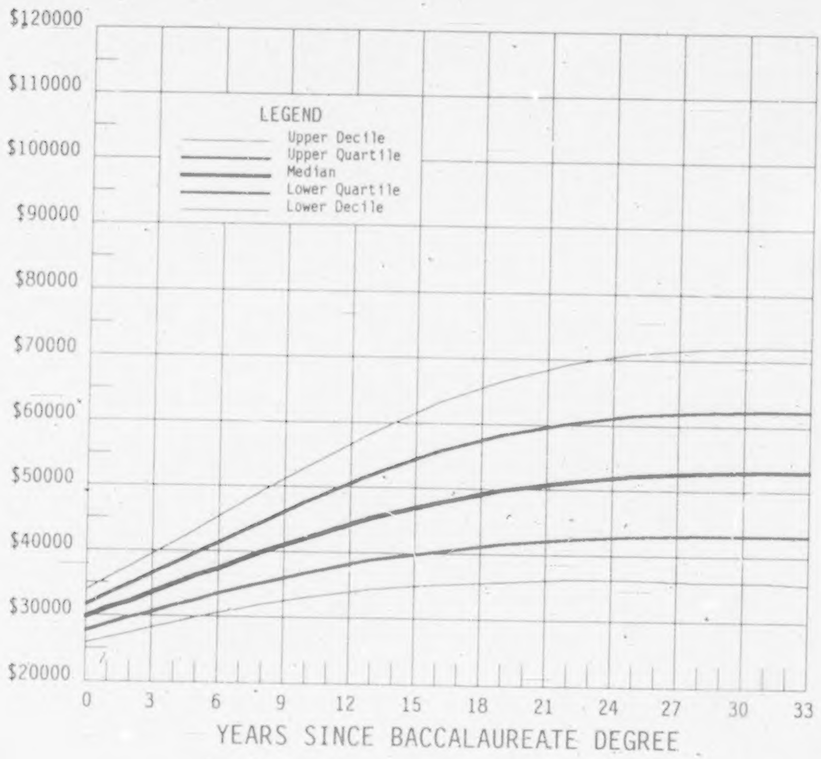
SALARY CURVES FOR ENGINEERS IN MEDIUM-SIZED COMPANIES SUPERVISORS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: MEDIUM-SIZED COMPANIES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	0	0	0	0	49100	51050	52950	54900	56850	60750	66450	71800	76650	80850	84400	87200	89300	92350	79850
Upper Quartile	0	0	0	0	45150	46850	48550	50300	52000	55300	59950	64100	67650	70450	72550	74100	75150	76350	68400
Median	0	0	0	0	41400	42950	44500	46050	47550	50400	54250	57400	59850	61600	62700	63300	63600	63600	58300
Lower Quartile	0	0	0	0	38400	39950	41400	42800	44200	46650	49550	51500	52450	52700	52350	51700	50950	49400	48700
Lower Decile	0	0	0	0	38000	39000	39950	40800	41600	43050	44700	45750	46300	46450	46300	46000	45600	44800	43150
Mean	0	0	0	0	43050	44500	45950	47350	48750	51450	55150	58350	60950	63000	64500	65550	66250	67000	60550
Raw (Unsmoothed) Statistics																			
Upper Decile	0	0	0	0	49300	50000	49650	55300	57500	63050	67400	71400	79800	81600	79900	79750	94300	96300	79850
Upper Quartile	0	0	0	0	46700	45750	46500	49250	52300	55500	61200	64550	68950	68950	71350	70950	77500	77950	68400
Median	0	0	0	0	42750	40800	44150	45800	49200	49600	54750	57050	61400	61300	61950	60550	67400	63850	58300
Lower Quartile	0	0	0	0	40000	39300	39650	43450	45100	46200	49450	52450	53950	52400	47950	51200	58150	48700	48700
Lower Decile	0	0	0	0	38750	38350	38500	39400	40550	43350	46350	48600	42750	45400	44850	47200	49900	44050	43150
Mean	0	0	0	0	43650	43500	44500	47300	49300	51450	55850	59150	62000	62050	62300	62550	71150	67750	60550
Supporting Data																			
Total Number	32	16	16	68	86	70	159	79	111	332	642	767	752	717	710	752	525	1025	6856
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	2	2	3	2	19	28	57
Less Than $22000	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1

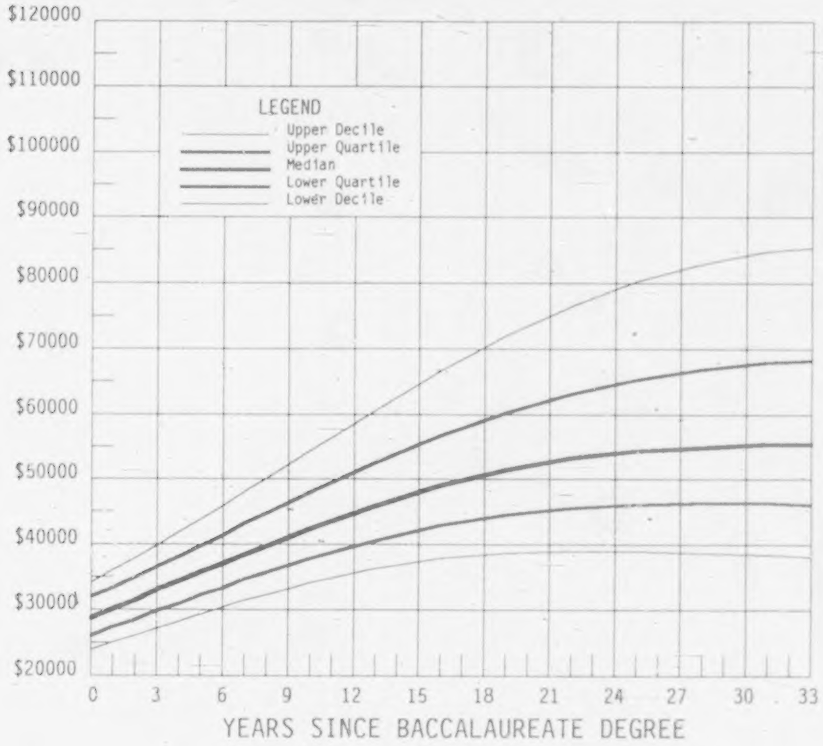
SALARY CURVES FOR ENGINEERS IN MEDIUM-SIZED COMPANIES
NON-SUPERVISORS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: MEDIUM-SIZED COMPANIES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	33800	35600	37500	39400	41350	43300	45300	47250	49250	53100	58500	63100	66700	69250	70850	71650	71950	71650	60700
Upper Quartile	31700	33250	34850	36500	38100	39750	41400	43050	44650	47750	52050	55600	58400	60350	61550	62200	62400	62250	50550
Median	29900	31150	32400	33700	34950	36200	37450	38700	39900	42200	45250	47850	49850	51250	52200	52800	53100	53200	40600
Lower Quartile	27850	28800	29800	30750	31700	32600	33500	34400	35200	36800	38800	40400	41600	42400	42900	43150	43250	43150	34100
Lower Decile	25900	26750	27550	28350	29150	29850	30600	31250	31900	33000	34350	35300	35850	36150	35200	36100	35950	35500	30350
Mean	30100	31400	32700	34000	35300	36650	37900	39200	40450	42800	46000	48650	50700	52200	53150	53700	54000	54050	43500
Raw (Unsmoothed) Statistics																			
Upper Decile	33600	35450	36800	38950	40700	44450	46850	49250	50550	54150	57350	61000	65100	67000	71550	70850	75100	73750	60700
Upper Quartile	31150	33000	34700	35650	37800	40900	43200	44650	46000	48750	51500	53850	55600	58050	62750	61600	63700	65100	50550
Median	28500	30950	32850	33200	34650	37950	38500	40250	41250	43000	45200	45600	47300	48850	52900	52650	55350	55700	40600
Lower Quartile	25700	28450	30650	30750	31650	34350	34150	35950	37500	37100	38650	38900	38900	39250	44750	43300	45600	45150	34100
Lower Decile	24650	26100	28450	28800	28650	31400	30550	31650	34650	32250	33950	35850	34950	34750	35350	36000	38300	36250	30350
Mean	29250	30850	32900	33800	35050	37850	38850	40650	42050	43350	45500	47250	48450	49950	54400	53700	56100	55850	43500
Supporting Data																			
Total Number	767	728	1013	1049	955	881	847	845	702	1897	1629	1336	1260	1119	809	836	622	1227	18516
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	1	0	2	7
Less Than $22000	2	31	1	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0	36

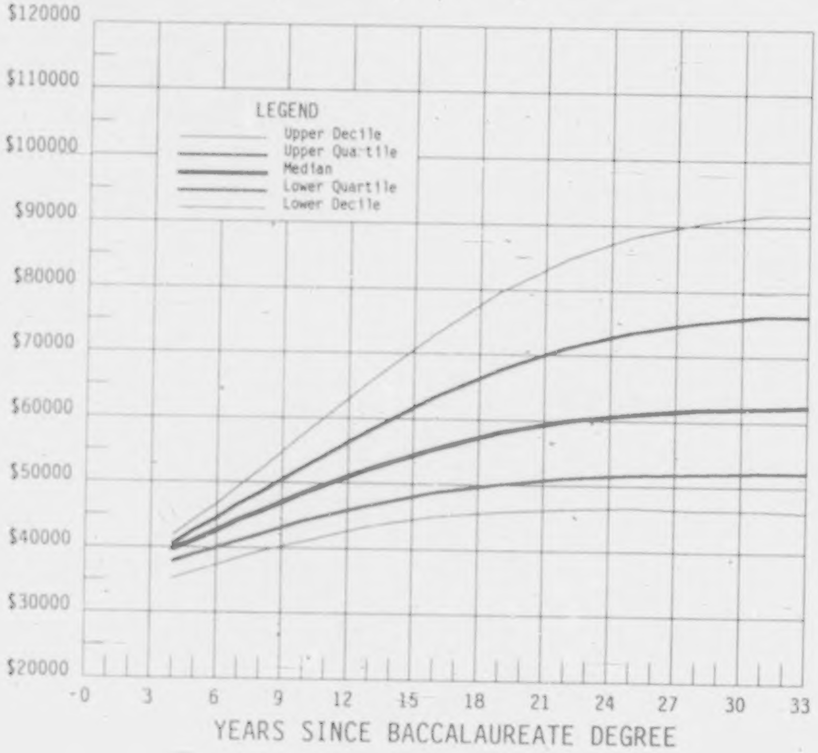
SALARY CURVES FOR ENGINEERS IN SMALL COMPANIES
ALL ENGINEERS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: SMALL COMPANIES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	34200	36000	37900	39800	41800	43800	45850	47950	50050	54300	60550	66550	71950	76550	80250	83000	84850	86650	66750
Upper Quartile	31950	33450	35000	36600	38200	39850	41450	43100	44750	48000	52650	56800	60400	63250	65450	67000	68050	69200	53900
Median	28850	30200	31550	32950	34300	35700	37100	38450	39800	42400	46000	49050	51450	53200	54350	55050	55400	55550	44050
Lower Quartile	26250	27450	28650	29850	31050	32250	33450	34600	35700	37850	40650	42900	44500	45550	46150	46350	46350	46000	36300
Lower Decile	23950	25050	26150	27250	28350	29400	30450	31450	32400	34150	36300	37800	38700	39000	39000	38700	38300	37450	31100
Mean	29150	30500	31950	33350	34800	36250	37700	39200	40650	43450	47450	50950	53850	56100	57700	58750	59400	60000	47050
Raw (Unsmoothed) Statistics																			
Upper Decile	33350	34550	44050	38000	41550	44650	45100	45350	50150	54150	61150	68500	71500	76150	82200	84750	87050	83000	66750
Upper Quartile	31650	31900	38850	35250	38950	40450	40550	41650	47200	48000	51700	57400	62900	59900	66800	69800	70250	67750	53900
Median	28200	30300	32400	31650	34050	36100	38600	39150	42100	42050	45650	48200	52100	51750	54900	54850	57150	56000	44050
Lower Quartile	24500	27600	29100	29800	31200	32750	34300	37000	38000	37050	39700	44000	43350	43150	46850	48650	44150	47400	36300
Lower Decile	20150	25450	27250	28150	29550	30650	31550	34150	33200	33900	36100	37050	36600	37450	42400	36550	33650	41700	31100
Mean	27750	30050	34000	32750	35150	36750	38050	39500	42300	43200	46900	51000	53700	53600	59000	61100	60150	60050	47050
Supporting Data																			
Total Number	218	248	303	361	265	213	330	370	243	892	908	739	605	607	359	437	279	658	6033
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	0	2	3	10	6	4	26
Less Than $22000	41	4	0	1	0	0	4	1	0	3	2	0	1	0	0	0	0	0	57

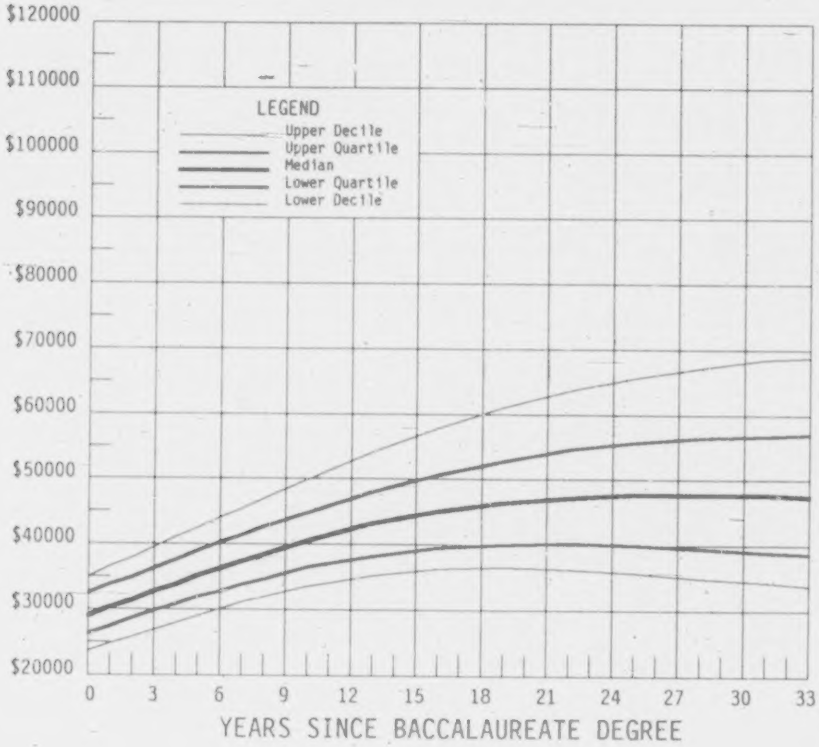
SALARY CURVES FOR ENGINEERS IN SMALL COMPANIES
SUPERVISORS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: SMALL COMPANIES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	0	0	0	0	41850	44300	46800	49400	52100	57500	65600	73150	79650	84700	88300	90500	91650	92150	80750
Upper Quartile	0	0	0	0	40650	42550	44550	46550	48550	52500	58200	63350	67700	71100	73550	75200	76200	77000	66400
Median	0	0	0	0	39650	41150	42650	44150	45600	48450	52300	55500	58050	59900	61100	61850	62250	62400	55350
Lower Quartile	0	0	0	0	37750	38900	40050	41100	42150	44150	46650	48700	50150	51200	51800	52100	52200	52100	47800
Lower Decile	0	0	0	0	35150	36250	37350	38400	39350	41150	43350	44950	45950	46500	46650	46500	46300	45650	43050
Mean	0	0	0	0	39550	41200	42800	44450	46100	49250	53700	57550	60750	63150	64900	66000	66650	67250	59600
Raw (Unsmoothed) Statistics																			
Upper Decile	0	0	0	0	40900	52400	49550	44450	52600	59600	66050	74300	78500	79050	88950	94500	99250	89500	80750
Upper Quartile	0	0	0	0	40300	48500	47550	40700	49650	54850	61650	60650	66800	70100	71300	80900	81700	74000	66400
Median	0	0	0	0	39350	41000	42100	39750	48300	49950	53700	55900	60950	55350	58800	60400	65500	63450	55350
Lower Quartile	0	0	0	0	38400	35000	37250	38850	46600	46050	46550	47100	51850	52050	48800	51750	54750	51800	47800
Lower Decile	0	0	0	0	33900	32400	33100	38300	41750	43300	44500	44900	43400	46900	45000	48400	46100	45400	43050
Mean	0	0	0	0	39050	42700	43100	40900	47900	51000	55150	56650	61000	60800	63350	68100	71400	65800	59600
Supporting Data																			
Total Number	4	3	3	3	39	14	31	77	58	205	228	375	304	295	215	276	133	362	2628
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	0	2	3	10	6	4	26
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

SALARY CURVES FOR ENGINEERS IN SMALL COMPANIES
NON-SUPERVISORS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: SMALL COMPANIES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	35050	36500	37950	39450	40950	42450	43950	45450	46950	49900	54050	57750	61000	63650	65700	67300	68400	69850	54050
Upper Quartile	32450	33750	35000	36300	37600	38850	40150	41400	42600	44900	48100	50750	52900	54550	55700	56450	56900	57350	46150
Median	29050	30300	31500	32750	33950	35150	36300	37400	38500	40550	43150	45100	46500	47300	47700	47750	47650	47150	39250
Lower Quartile	26450	27550	28700	29800	30850	31900	32900	33900	34750	36400	38250	39450	40050	40150	39900	39500	39000	37950	33500
Lower Decile	23650	24800	25900	27050	28100	29150	30200	31150	32050	33600	35300	36250	36500	36300	35700	35000	34300	32950	29750
Mean	29350	30600	31850	33100	34350	35600	36800	37950	39100	41250	44050	46300	47900	48950	49500	49750	49750	49450	40950
Raw (Unsmoothed) Statistics																			
Upper Decile	33150	34600	44100	37800	41750	43850	43700	45400	47800	49550	53550	55650	62550	62450	69800	66950	71450	70850	54050
Upper Quartile	31450	31900	39000	35150	37450	40050	40300	42050	43600	44250	48800	49450	52050	51500	59650	58000	59250	58800	46150
Median	28050	30350	32450	31650	33200	35750	38450	38650	40500	40000	43000	44600	45100	44300	51400	48700	48100	49500	39250
Lower Quartile	24450	27700	29100	29750	30900	32700	34050	36550	36700	35900	38000	39400	37400	38300	44000	35700	35200	44100	33500
Lower Decile	20100	25450	27200	28150	29000	30550	31300	32800	31900	33300	34850	34900	33300	36650	37200	32850	32800	37050	29750
Mean	27550	30100	34000	32600	34450	36300	37500	39150	40450	40850	44100	45250	46250	46750	52500	48950	49800	52850	40950
Supporting Data																			
Total Number	214	245	300	358	225	200	298	295	184	687	680	365	300	312	144	164	144	295	5403
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Less Than $22000	41	4	0	1	0	0	4	1	0	3	2	0	1	0	0	0	0	0	57

ALL INDUSTRY CURVES AND TABLES, BY GEOGRAPHIC REGION

REGIONAL CLASSIFICATION:

New England:
- Connecticut
- Maine
- Massachusetts
- New Hampshire
- Rhode Island
- Vermont

Middle Atlantic:
- New Jersey
- New York
- Pennsylvania

East North Central:
- Illinois
- Indiana
- Michigan
- Ohio
- Wisconsin

West North Central:
- Iowa
- Kansas
- Minnesota
- Missouri
- Nebraska
- North Dakota
- South Dakota

South Atlantic:
- Delaware
- District of Columbia
- Florida
- Georgia
- Maryland
- North Carolina
- South Carolina
- Virginia
- West Virginia

East South Central:
- Alabama
- Kentucky
- Mississippi
- Tennessee

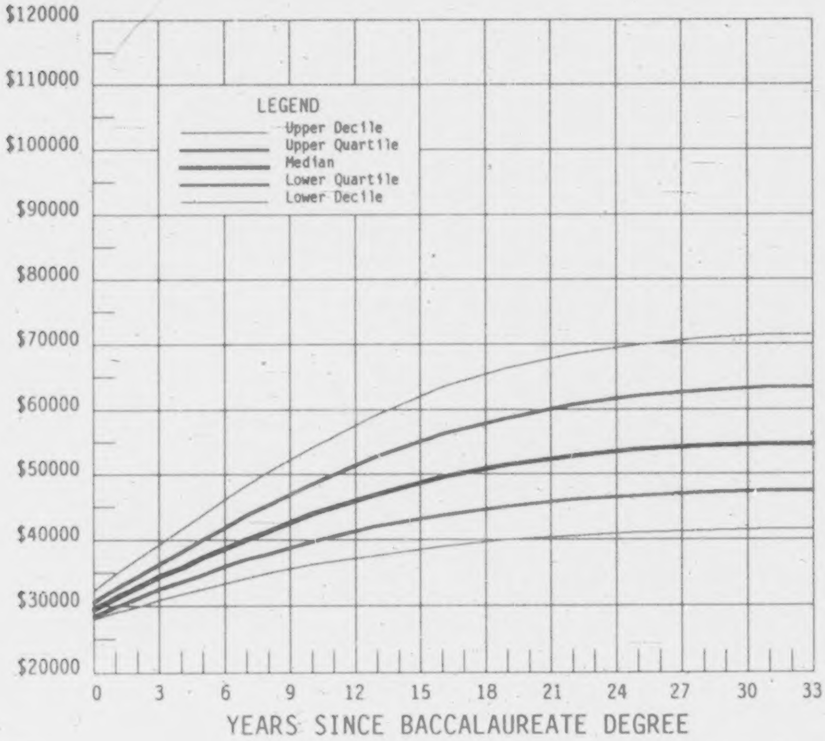
West South Central:
- Arkansas
- Louisiana
- Oklahoma
- Texas

Mountain:
- Arizona
- Colorado
- Idaho
- Montana
- Nevada
- New Mexico
- Utah
- Wyoming

Pacific:
- Alaska
- California
- Hawaii
- Oregon
- Washington

Note: Some participating employers are multi-regional, i.e., classed in none of the above categories.

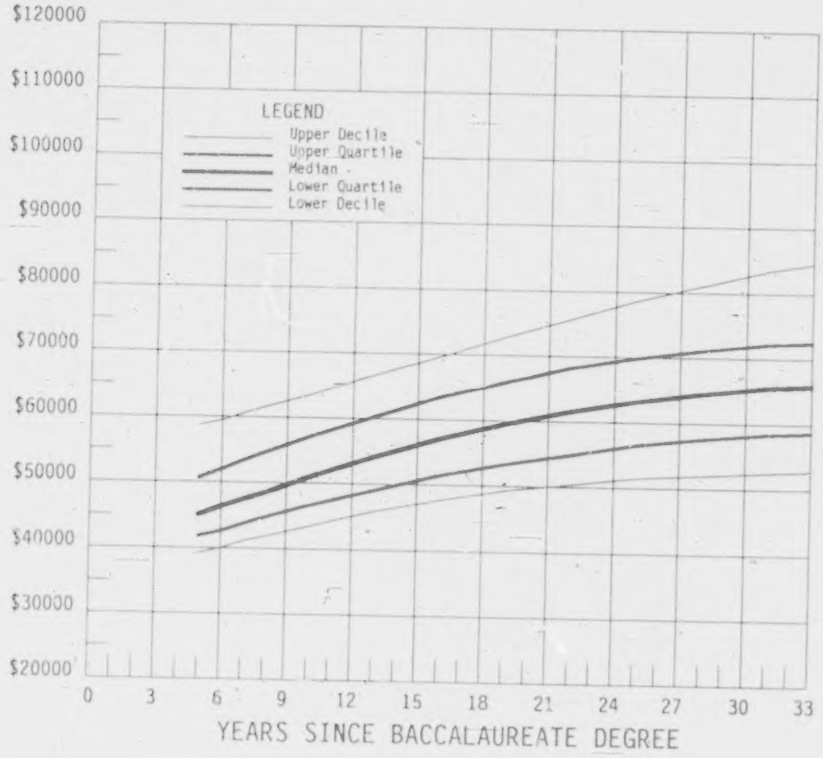
SALARY CURVES FOR ENGINEERS IN NEW ENGLAND
ALL ENGINEERS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: NEW ENGLAND

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	32400	34650	36950	39250	41550	43850	46050	48250	50300	54250	59300	63350	66400	68550	70000	70950	71450	71850	61750
Upper Quartile	30700	32550	34450	36350	38200	40050	41900	43650	45350	48550	52750	56200	58800	60750	62100	63000	63500	63900	52450
Median	29550	31150	32750	34300	35800	37300	38750	40100	41450	43900	47050	49550	51450	52800	53750	54300	54650	54900	43150
Lower Quartile	28650	29950	31250	32450	33650	34800	35900	36950	37950	39750	42000	43800	45100	46050	46700	47100	47350	47550	35050
Lower Decile	28000	29000	29950	30850	31750	32600	33400	34150	34850	36150	37700	38950	39900	40550	41000	41350	41500	41700	31300
Mean	30500	32050	33600	35150	36650	38150	39600	41000	42300	44800	48000	50600	52600	54100	55100	55800	56200	56500	45100
Raw (Unsmoothed) Statistics																			
Upper Decile	33600	33950	35900	39900	42100	43950	44400	46800	49700	56500	61100	63350	67350	65850	69900	70150	72400	72450	61750
Upper Quartile	31500	32550	34050	35600	37600	40400	41200	43550	45100	49000	54600	56650	59600	58950	61650	62900	64700	63600	52450
Median	30100	31200	32700	33700	34950	37350	38000	40450	41350	44200	48500	49650	52250	51800	54000	53950	54800	54450	43150
Lower Quartile	28950	30200	31200	32150	33000	34350	35700	37300	37800	39650	42750	44000	45900	46100	47050	46250	47550	47000	35050
Lower Decile	28250	28850	30200	30450	31500	32200	33300	34750	35750	35300	38050	38600	40600	41450	41950	40350	40600	41650	31300
Mean	31150	31950	33200	34900	36250	38100	39100	40800	42200	45250	49150	50550	53600	53050	55150	55100	56550	56700	45100
Supporting Data																			
Total Number	355	392	428	366	337	295	388	372	316	657	688	618	551	504	390	274	232	425	7579
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
Less Than $22000	1	0	0	1	0	0	0	1	0	1	2	2	1	0	0	0	0	0	10

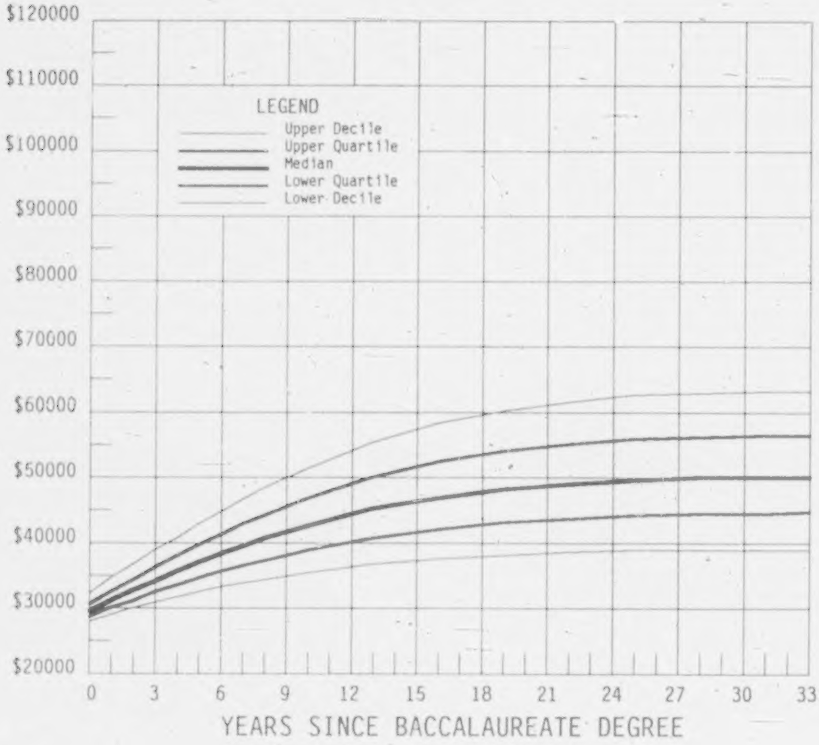
SALARY CURVES FOR ENGINEERS IN NEW ENGLAND
SUPERVISORS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: NEW ENGLAND, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	0	0	0	0	0	58650	59600	60600	61600	63550	66650	69700	72800	75750	78600	81150	83450	87300	75050
Upper Quartile	0	0	0	0	0	50750	52050	53350	54600	57050	60400	63400	66000	68150	69900	71250	72250	73650	66100
Median	0	0	0	0	0	45050	46300	47500	48650	50950	54150	57050	59500	61600	63300	64600	65650	67050	59150
Lower Quartile	0	0	0	0	0	41800	42800	43800	44750	46550	49150	51400	53400	55050	56450	57500	58350	59550	51800
Lower Decile	0	0	0	0	0	39150	40100	41000	41850	43550	45800	47700	49250	50500	51450	52100	52600	53200	47000
Mean	0	0	0	0	0	48050	49050	50050	51000	52850	55600	58100	60400	62500	64300	65850	67100	69100	60200
Raw (Unsmoothed) Statistics																			
Upper Decile	0	0	0	0	0	63600	62800	53000	58000	67200	66400	67600	77700	72200	79050	80650	79650	84850	75050
Upper Quartile	0	0	0	0	0	57000	46850	49000	52600	59200	61100	63450	66750	66350	70150	69800	69900	71750	66100
Median	0	0	0	0	0	48500	44900	45200	47900	51000	54100	58150	60650	60200	62800	62650	63850	65300	59150
Lower Quartile	0	0	0	0	0	40750	42950	41750	44300	46800	50200	50850	54350	54600	56050	56150	54900	58800	51800
Lower Decile	0	0	0	0	0	39100	41800	38000	40250	44200	46700	47150	50200	50950	49950	50350	50250	52450	47000
Mean	0	0	0	0	0	49800	51750	45400	48700	54150	55950	57900	62150	61100	64100	64050	64000	67800	60200
Supporting Data																			
Total Number	0	1	0	7	2	11	13	20	35	92	166	172	192	147	129	86	95	141	1317
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

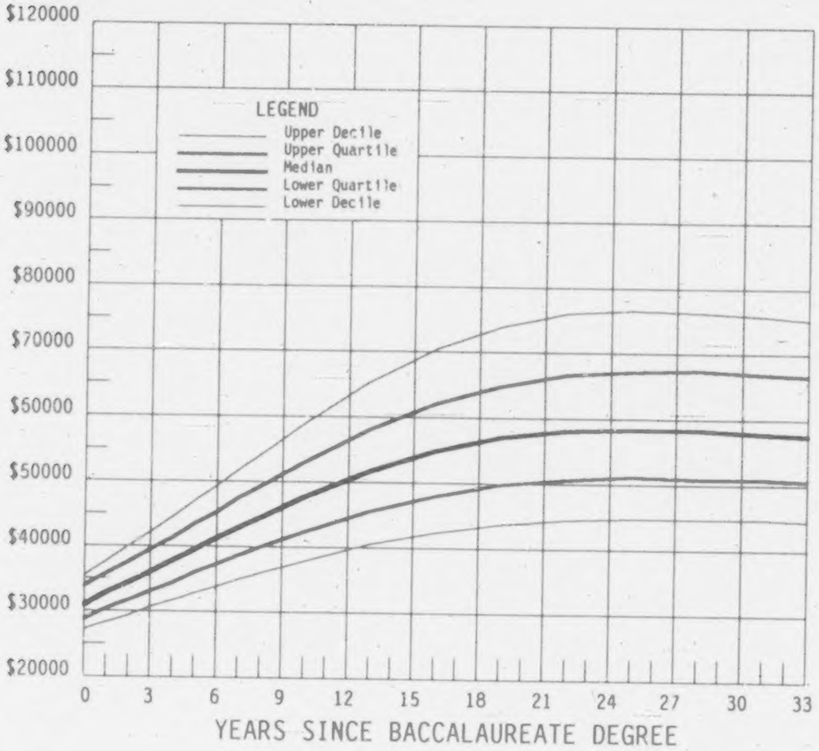
SALARY CURVES FOR ENGINEERS IN NEW ENGLAND
NON-SUPERVISORS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: NEW ENGLAND, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	32400	34550	36700	38850	40900	42900	44850	46650	48400	51550	55400	58300	60350	61700	62550	63000	63250	63400	55300
Upper Quartile	30750	32650	34500	36300	38050	39750	41350	42900	44350	46950	50150	52500	54200	55300	56000	56400	56600	56750	48050
Median	29600	31200	32750	34250	35700	37100	38400	39600	40750	42800	45250	47050	48300	49150	49650	50000	50150	50250	40400
Lower Quartile	28750	30000	31250	32450	33550	34600	35600	36550	37450	39000	40850	42200	43200	43850	44250	44550	44650	44750	33850
Lower Decile	28050	29050	30000	30850	31700	32450	33200	33850	34450	35450	36700	37550	38150	38550	38800	38950	39050	39100	30900
Mean	30500	32050	33600	35050	36450	37800	39050	40250	41400	43400	45850	47700	49000	49900	50500	50850	51000	51150	41950
Raw (Unsmoothed) Statistics																			
Upper Decile	33600	33950	35900	37900	41600	43500	43700	46350	48000	53200	57900	58300	59100	60450	61750	65300	65000	62700	55300
Upper Quartile	31500	32550	34050	35450	37500	40200	40800	43300	43850	47700	52400	52650	54100	53850	56300	57800	57750	55600	48050
Median	30100	31200	32700	33600	34950	37100	37800	40200	40750	43200	46450	47600	48350	49050	49950	50000	49650	49850	40400
Lower Quartile	28950	30200	31200	32100	33000	34250	35550	37150	37500	38900	41350	42100	43950	44550	45200	43600	44200	44600	33850
Lower Decile	28250	28850	30200	30450	31500	32200	33250	34600	35350	34800	36650	37000	38750	39950	39850	38250	38450	39350	30900
Mean	31150	31950	33200	34550	36200	37700	38650	40500	41350	43850	47050	47750	49050	49750	50750	51000	51350	51100	41950
Supporting Data																			
Total Number	355	391	428	357	335	285	374	352	281	568	523	444	358	355	262	188	137	282	6263
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Less Than $22000	1	0	0	1	0	0	0	1	0	1	2	2	1	0	0	0	0	0	10

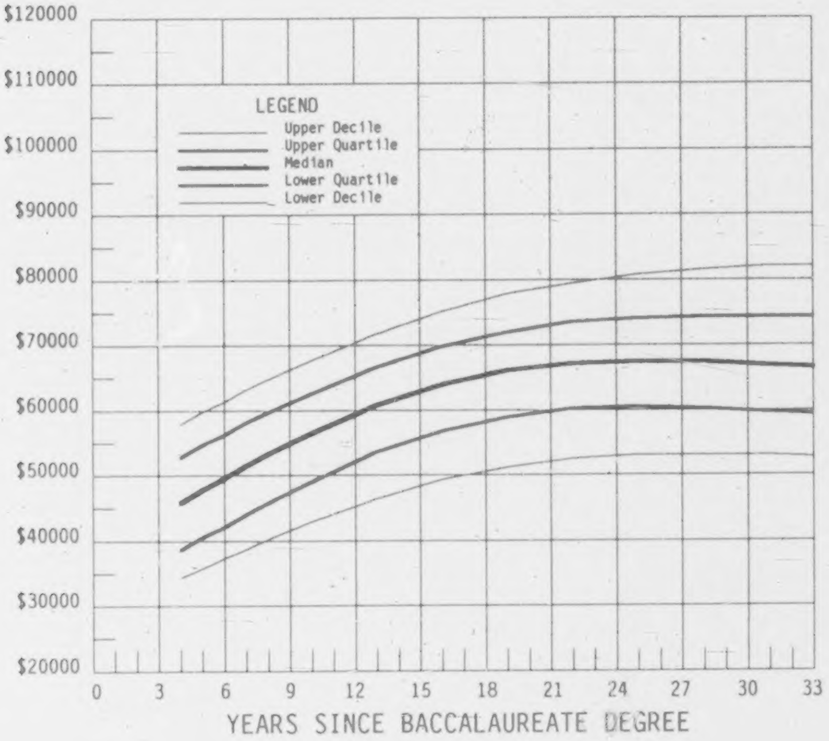
SALARY CURVES FOR ENGINEERS IN MID-ATLANTIC STATES
ALL ENGINEERS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: MID-ATLANTIC STATES

Years Since U.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	35500	37650	39900	42200	44550	47000	49400	51850	54250	58950	65300	70400	73900	75900	76600	76350	75700	73650	67750
Upper Quartile	33800	35650	37550	39500	41450	43450	45450	47400	49350	53100	58100	62050	64900	66550	67300	67350	67000	65800	57750
Median	31050	32700	34350	36100	37800	39500	41250	42900	44550	47700	51750	54900	57000	58100	58500	58350	57900	56650	48500
Lower Quartile	28900	30300	31700	33100	34500	35900	37300	38650	39950	42450	45600	48100	49750	50700	51100	51050	50850	50050	39600
Lower Decile	27150	28300	29450	30650	31750	32900	34000	35050	36100	38000	40450	42350	43650	44400	44750	44800	44700	44200	33200
Mean	31550	33200	34850	36550	38300	40000	41700	43400	45050	48200	52400	55650	57900	59200	59750	59750	59450	58400	49750
Raw (Unsmoothed) Statistics																			
Upper Decile	33350	37800	40450	42600	43850	47900	51200	53650	55550	59350	63400	68350	71950	76500	75600	76450	77050	75150	67750
Upper Quartile	31500	36400	38050	39650	40700	44800	47000	48700	50350	52900	56500	60000	64750	67500	67050	67250	67600	66700	57750
Median	30050	32750	34100	35750	37300	40400	42600	44250	46600	47800	50900	53450	56000	57650	57650	58200	59000	57850	48500
Lower Quartile	28350	30600	31800	32550	33800	36550	37850	39650	41450	42050	45250	47050	49450	51400	50800	51300	50950	50400	39600
Lower Decile	26450	28550	29950	30300	31000	33100	34500	35700	37950	37650	40050	41600	43700	44650	44200	45350	44650	44550	33200
Mean	30150	33500	35050	36550	37700	40700	42850	44550	46500	48150	51400	54300	57200	59500	59250	60000	59900	59200	49750
Supporting Data																			
Total Number	631	774	967	1023	904	1037	984	1166	869	2301	2044	1772	1601	1457	1249	1268	995	2046	23080
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	2	0	1	6
Less Than $22000	30	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	31

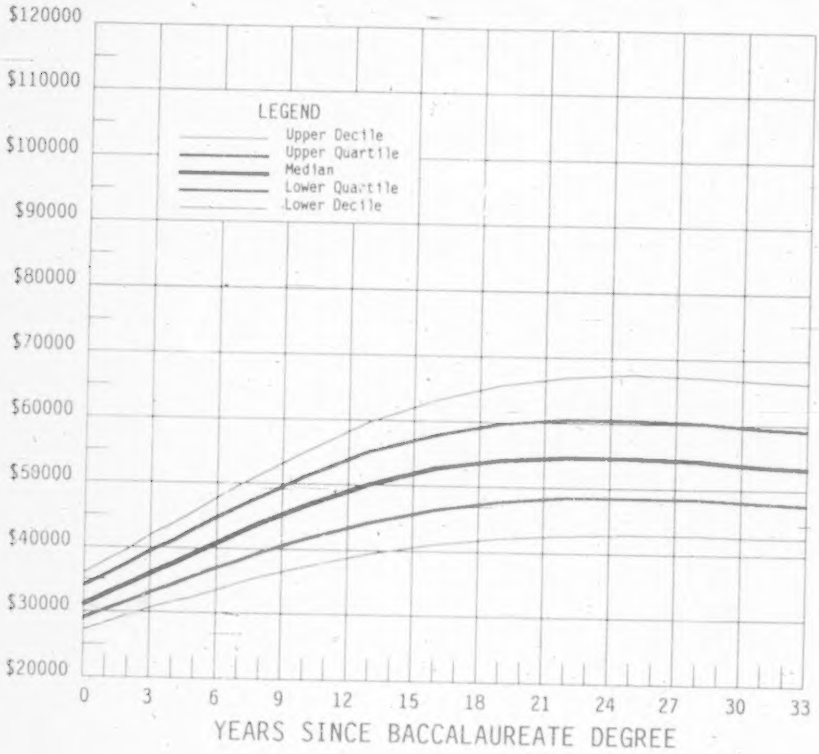
SALARY CURVES FOR ENGINEERS IN MID-ATLANTIC STATES
SUPERVISORS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: MID-ATLANTIC STATES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	0	0	0	0	57950	59700	61400	63100	64700	67750	71800	75150	77750	79600	80850	81650	82100	82400	78750
Upper Quartile	0	0	0	0	52750	54550	56300	58050	59700	62750	66750	69850	72100	73500	74250	74500	74500	73950	71350
Median	0	0	0	0	45900	47800	49700	51500	53300	56600	60850	64050	66150	67250	67600	67400	66950	65650	63850
Lower Quartile	0	0	0	0	38600	40450	42250	44050	45800	49150	53500	56850	59050	60200	60500	60250	59700	58250	56300
Lower Decile	0	0	0	0	34300	35800	37250	38700	40150	42650	46450	49250	51250	52500	53050	53150	52950	52200	48100
Mean	0	0	0	0	46450	48200	49900	51600	53250	56300	60300	63350	65500	66800	67400	67550	67350	66600	63850
Raw (Unsmoothed) Statistics																			
Upper Decile	0	0	0	0	69000	59050	59750	62700	63300	68450	71050	74900	77850	80250	80500	82850	82400	82000	78750
Upper Quartile	0	0	0	0	55250	53600	56550	58950	58500	63350	66200	69200	71500	74900	74000	75100	75300	73550	71350
Median	0	0	0	0	39500	47500	50450	54700	51000	58150	60850	63200	65850	67100	67800	67250	67150	66050	63850
Lower Quartile	0	0	0	0	33700	39450	40600	43500	47400	50500	55150	56450	59500	57850	60450	59500	59100	59800	56300
Lower Decile	0	0	0	0	32200	37350	38400	39800	39750	41900	45900	49600	51850	53500	53300	52100	50900	53200	48100
Mean	0	0	0	0	45700	47800	49700	52900	52150	57000	60000	62850	65650	66950	67650	67800	66850	66900	63850
Supporting Data																			
Total Number	3	6	10	10	25	47	80	115	144	365	409	518	566	594	444	483	386	754	4956
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	2	0	1	6
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

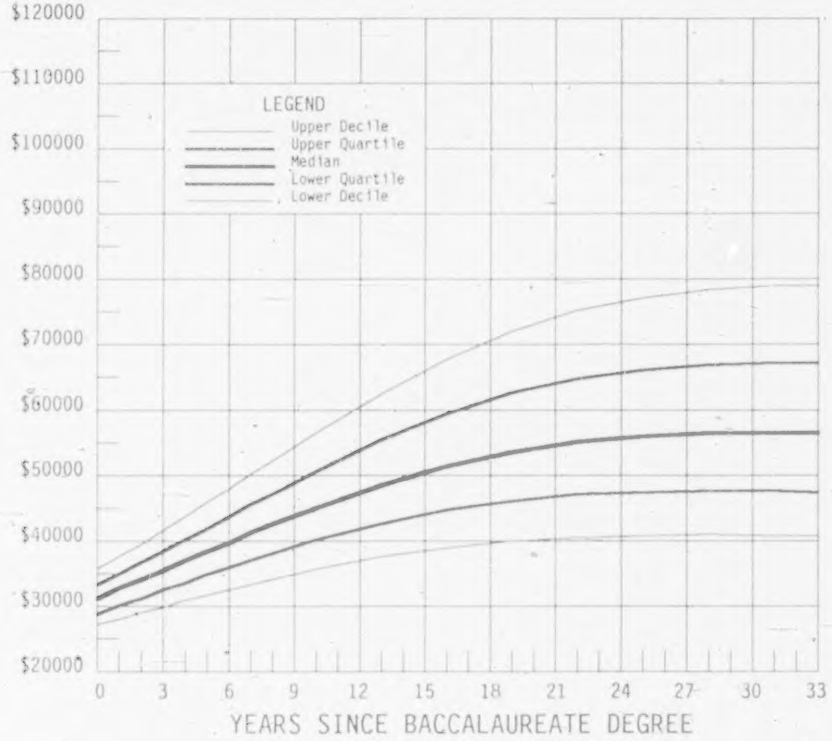
SALARY CURVES FOR ENGINEERS IN MID-ATLANTIC STATES
NON-SUPERVISORS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: MID-ATLANTIC STATES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	36000	37900	39850	41800	43750	45700	47650	49600	51450	55050	59700	63250	65650	66950	67400	67250	66800	65450	59200
Upper Quartile	34050	35800	37600	39400	41150	42950	44700	46400	48050	51150	55100	57950	59700	60550	60600	60200	59600	58100	52700
Median	31100	32700	34350	35950	37600	39250	40800	42400	43900	46700	50150	52700	54200	54800	54750	54300	53700	52200	45450
Lower Quartile	29050	30350	31700	33050	34350	35650	36950	38200	39350	41600	44350	46400	47750	48400	48550	48400	48050	47200	37850
Lower Decile	27300	28400	29500	30550	31650	32650	33700	34650	35600	37300	39500	41100	42150	42750	43000	42950	42800	42300	32300
Mean	31650	33200	34750	36300	37900	39400	40950	42450	43850	46550	49950	52450	54100	54950	55150	54950	54550	53450	45850
Raw (Unsmoothed) Statistics																			
Upper Decile	33300	37800	40350	42300	43650	47300	49750	51450	52850	55000	58250	60000	63400	66550	66850	66900	67700	67850	59200
Upper Quartile	31500	36350	37950	39550	40600	44600	46500	47900	49450	51300	53850	55650	57750	59550	59500	60000	61600	59850	52700
Median	30050	32700	34000	35700	37300	40350	42300	43850	45700	46750	49400	50850	52600	53800	53650	54250	55000	53650	45450
Lower Quartile	28350	30550	31750	32500	33800	36400	37600	39300	41000	41300	44300	45350	46550	47750	48100	49000	48400	47900	37850
Lower Decile	26450	28500	29950	30250	30950	33000	34350	35400	37350	37100	39350	40100	41600	42150	42250	43550	43350	42800	32300
Mean	30100	33400	34850	36300	37500	40450	42250	43650	45350	46500	49200	50750	52550	54300	54500	55100	55600	54700	45850
Supporting Data																			
Total Number	628	767	956	1013	879	991	904	1051	723	1935	1637	1255	1035	867	799	781	611	1291	18123
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Less Than $22000	30	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	31

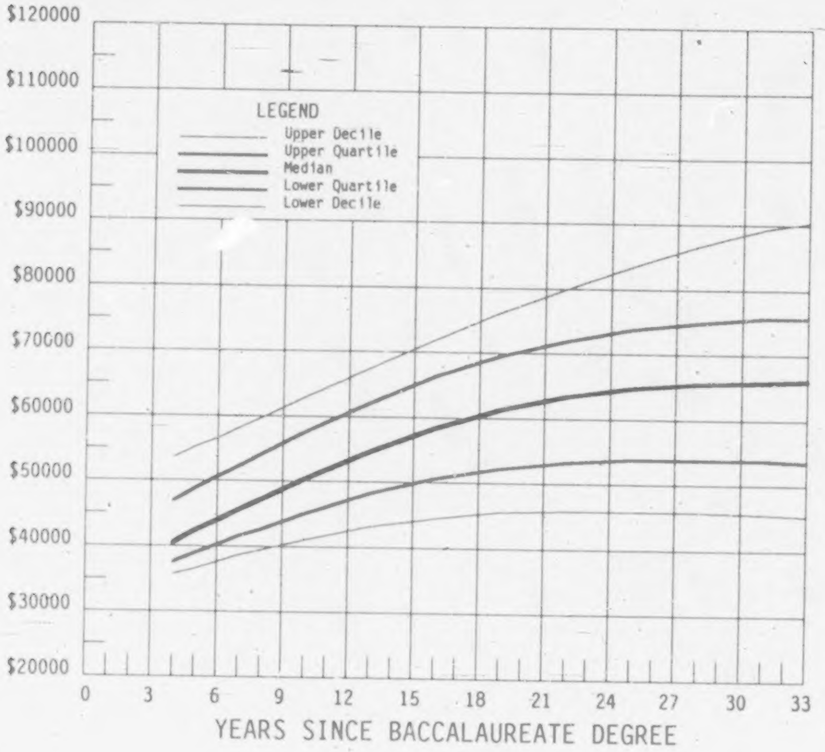
SALARY CURVES FOR ENGINEERS IN EAST NORTH CENTRAL STATES
ALL ENGINEERS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: EAST NORTH CENTRAL STATES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	35650	37550	39550	41600	43650	45800	47900	50050	52200	56450	62500	67750	71950	75100	77150	78400	78950	79050	66150
Upper Quartile	33300	35000	36700	38450	40200	41950	43750	45500	47300	50700	55400	59400	62550	64800	66200	67000	67300	67250	54900
Median	31300	32750	34150	35550	37000	38450	39850	41200	42600	45150	48650	51500	53650	55100	56050	56500	56650	56500	45550
Lower Quartile	28900	30100	31300	32500	33700	34850	36000	37100	38200	40200	42800	44800	46200	47100	47550	47700	47650	47250	38000
Lower Decile	27100	28050	29000	29950	30850	31700	32600	33400	34200	35650	37500	38900	39900	40500	40800	40950	40900	40700	32700
Mean	31450	32850	34300	35750	37250	38700	40150	41600	43050	45800	49550	52700	55200	57050	58300	59000	59400	59550	47950
Raw (Unsmoothed) Statistics																			
Upper Decile	34050	37300	40650	40600	43400	46500	48850	51100	52850	56800	62700	66500	72500	71800	74800	76450	80050	83050	66150
Upper Quartile	31650	34050	37450	38050	40450	43400	44750	46400	48200	50750	54800	57900	62100	63800	65800	66450	68950	68700	54900
Median	30400	31750	33800	35100	38250	39700	40950	41700	42950	45700	48100	50600	52700	53700	55850	55900	57500	58350	45550
Lower Quartile	28300	29800	31350	31900	33950	35450	37050	37700	38450	40400	42000	44650	45500	45900	48950	48700	48100	47000	38000
Lower Decile	26400	27050	29050	29700	31650	32300	33050	34300	34650	35900	36750	39200	38800	38600	43500	40700	39900	41850	32700
Mean	30500	32100	34550	35250	37650	39500	41050	42350	43600	46200	49150	51950	54400	55600	58300	58100	60300	61350	47950
Supporting Data																			
Total Number	663	1011	1321	1525	1286	1490	1546	1635	1379	3553	3490	3058	2524	2038	1503	1573	1324	2016	32939
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	2	3	3	7	16	33	65
Less Than $22000	12	6	0	0	0	1	1	0	0	0	1	1	0	0	0	0	0	0	22

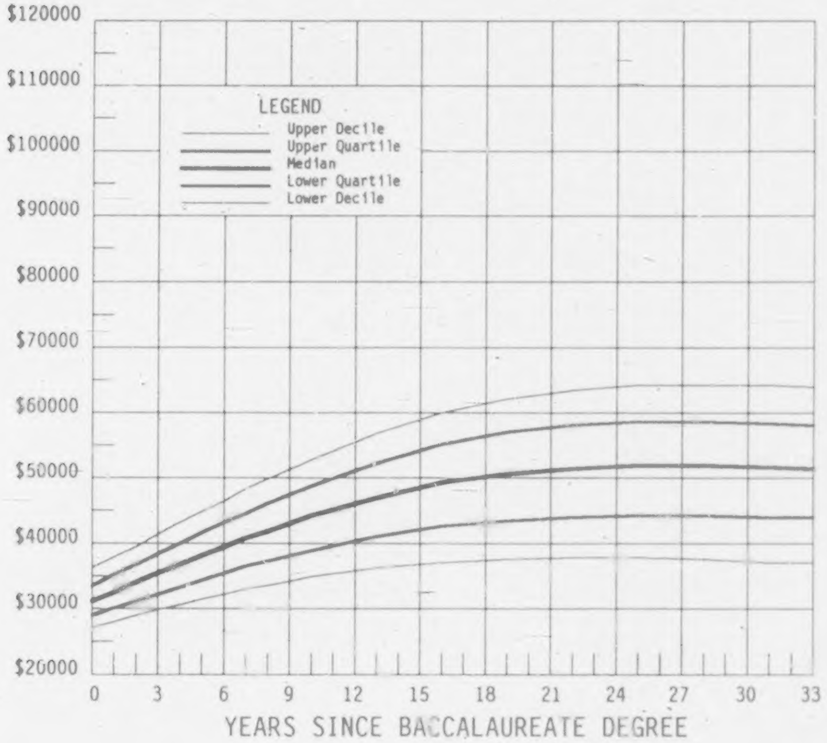
SALARY CURVES FOR ENGINEERS IN EAST NORTH CENTRAL STATES
SUPERVISORS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: EAST NORTH CENTRAL STATES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	0	0	0	0	53550	55100	56650	58200	59750	62850	67450	71900	76150	80100	83600	86700	89300	93450	77000
Upper Quartile	0	0	0	0	47050	48850	50650	52400	54200	57600	62250	66300	69550	72000	73750	74900	75600	76150	68750
Median	0	0	0	0	40650	42300	44000	45650	47300	50450	54800	58500	61350	63450	64850	65650	66000	66100	58100
Lower Quartile	0	0	0	0	37550	38950	40250	41550	42800	45150	48150	50550	52200	53200	53750	53900	53800	53300	48250
Lower Decile	0	0	0	0	35600	36650	37650	38600	39500	41150	43200	44600	45500	45900	46000	45850	45600	44950	41950
Mean	0	0	0	0	42850	44300	45800	47250	48650	51450	55300	58700	61500	63800	65500	66750	67600	68600	59900
Raw (Unsmoothed) Statistics																			
Upper Decile	0	0	0	0	48550	55900	55450	59250	59650	65050	68700	72100	75600	78900	80300	81750	90800	98800	77000
Upper Quartile	0	0	0	0	44400	49350	48950	54300	55000	59100	62600	64700	70700	71000	73300	74150	75650	77350	68750
Median	0	0	0	0	40500	44250	43250	44050	47200	51650	55050	57100	61750	64500	64750	64550	67400	65950	58100
Lower Quartile	0	0	0	0	38900	38800	39250	39750	43400	46300	47650	50600	51700	52400	54400	55000	55850	52100	48250
Lower Decile	0	0	0	0	37850	36550	36700	38400	37400	42200	42600	45350	43300	46250	46750	49200	46500	43250	41950
Mean	0	0	0	0	41950	44750	44450	46700	48550	52950	55700	58150	61300	63250	64950	65800	69300	69100	59900
Supporting Data																			
Total Number	33	15	26	72	143	91	177	223	215	735	1070	1186	1061	842	680	760	618	966	8911
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	2	3	3	7	16	33	65
Less Than $22000	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1

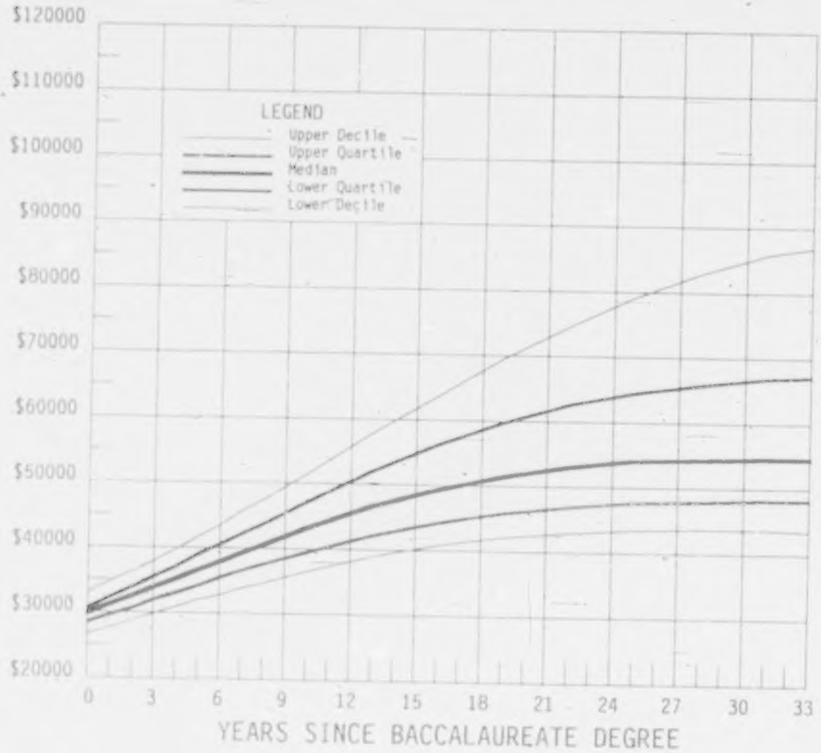
SALARY CURVES FOR ENGINEERS IN EAST NORTH CENTRAL STATES
NON-SUPERVISORS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: EAST NORTH CENTRAL STATES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	36200	37900	39600	41350	43100	44800	46500	48150	49750	52850	56800	59950	62150	63550	64200	64350	64200	63450	56450
Upper Quartile	33650	35200	36800	38400	40000	41550	43100	44600	46100	48850	52400	55150	57050	58150	58650	58700	58450	57650	49600
Median	31300	32650	34050	35400	36750	38100	39400	40700	41900	44200	47050	49250	50750	51550	51900	51900	51700	51000	42350
Lower Quartile	29050	30200	31250	32350	33400	34450	35450	36400	37300	39000	41050	42600	43550	44100	44300	44250	44100	43550	36100
Lower Decile	27100	28050	28950	29800	30650	31500	32250	33000	33650	34900	36300	37200	37700	37850	37750	37500	37200	36600	31750
Mean	31550	32900	34250	35550	36900	38200	39450	40700	41900	44150	47000	49200	50700	51600	52000	52100	51950	51400	43550
Raw (Unsmoothed) Statistics																			
Upper Decile	33950	37300	40650	40600	42750	46050	48200	49700	51200	53100	55850	58450	59900	61700	63650	63450	64450	68450	56450
Upper Quartile	31650	34250	37500	38050	40200	43150	44150	45950	47350	49000	51750	53200	55000	56700	58800	57200	60050	61550	49600
Median	30300	31800	33850	35000	37700	39500	40750	41450	42250	44550	45950	47800	49650	50400	52700	51750	53450	52650	42350
Lower Quartile	28200	29750	31300	31850	33550	35200	36650	37200	38000	39200	40050	42100	43000	42400	46300	43150	44000	45600	36100
Lower Decile	26300	27050	29000	29600	31400	32200	32850	33750	34400	35200	35500	36900	36100	37450	41300	34100	35350	40150	31750
Mean	30300	32150	34550	35150	37150	39150	40600	41650	42700	44450	46200	48000	49350	50300	52900	50900	52450	54250	43550
Supporting Data																			
Total Number	631	996	1297	1452	1143	1399	1371	141[illegible]	1163	2818	2419	1872	1458	1198	825	817	707	1054	24026
$125,000 or More	0	0	0	0	0	0	0	[illegible]	0	0	0	0	0	0	0	0	0	0	0
Less Than $22000	12	6	0	0	0	1	1	0	0	0	0	1	0	0	0	0	0	0	21

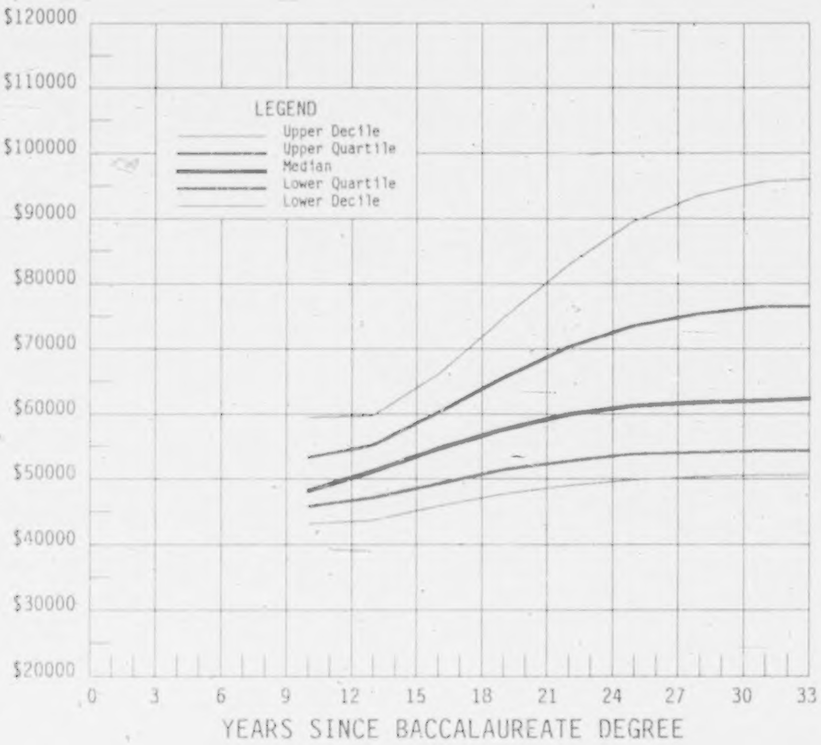
SALARY CURVES FOR ENGINEERS IN WEST NORTH CENTRAL STATES
ALL ENGINEERS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: WEST NORTH CENTRAL STATES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	32950	34550	36250	38000	39800	41700	43600	45550	47500	51550	57750	63850	69600	74600	79300	83050	85950	90200	62000
Upper Quartile	30800	32350	33900	35500	37150	38800	40500	42150	43850	47150	51900	56150	59700	62550	64600	66000	66900	67750	51550
Median	29750	31100	32450	33850	35200	36600	37950	39300	40650	43150	46550	49400	51550	53050	54000	54500	54700	54650	43550
Lower Quartile	28500	29650	30800	31950	33100	34250	35350	36450	37500	39550	42200	44300	45900	47050	47700	48050	48200	48100	37400
Lower Decile	26600	27700	28750	29800	30850	31900	32900	33850	34800	36600	38900	40750	42050	42900	43400	43650	43650	43450	31950
Mean	29800	31150	32500	33900	35300	36700	38100	39500	40950	43700	47600	51100	54100	56500	58350	59650	60550	61600	46350
Raw (Unsmoothed) Statistics																			
Upper Decile	32850	33700	35350	37700	39100	43150	44800	46200	48900	52000	59500	61450	65350	68600	70200	106500	79600	87500	62000
Upper Quartile	30400	32000	33600	34350	36350	40450	42200	42950	44800	47650	52300	55500	57200	59000	62350	66250	61500	69750	51550
Median	29000	31000	32450	32800	34150	38200	39200	40000	41700	43900	47150	48350	49250	49750	52350	55050	53000	54900	43550
Lower Quartile	27750	30000	30950	30750	32600	34500	35800	37300	38800	40700	42600	43200	43850	45200	46450	48050	45900	48400	37400
Lower Decile	26450	28050	28600	27750	31350	31650	33250	35300	36050	37500	38850	40250	41000	41900	40900	42400	42100	44000	31950
Mean	29450	30850	32050	32750	34700	37950	39150	40100	42500	44500	48200	49950	51350	52700	54900	64000	56650	61950	46350
Supporting Data																			
Total Number	43	41	43	56	48	63	57	66	71	140	130	132	70	64	49	67	42	90	1277
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	0	2	6
Less Than $22000	2	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	4

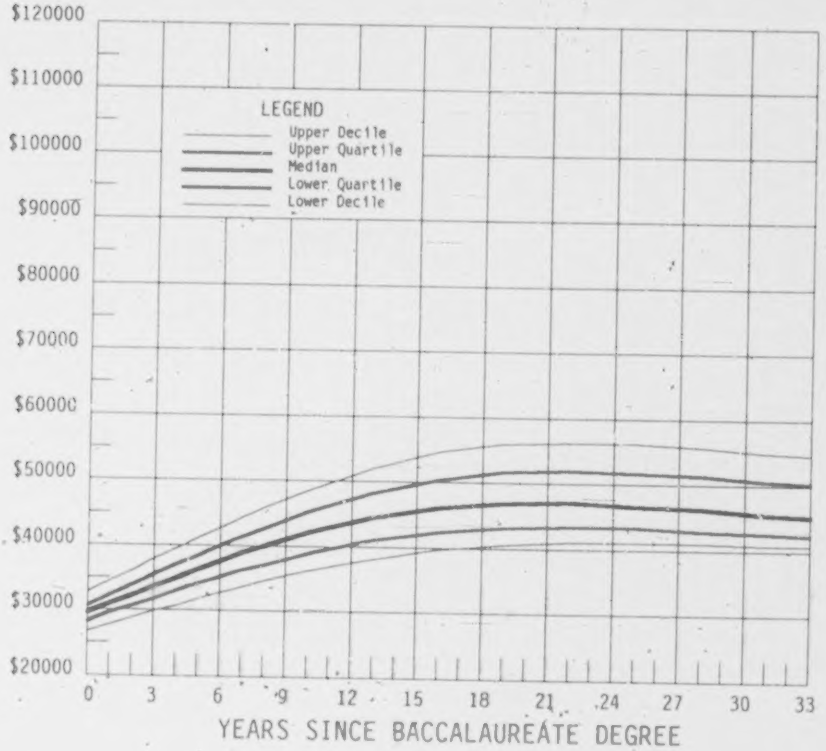
SALARY CURVES FOR ENGINEERS IN WEST NORTH CENTRAL STATES SUPERVISORS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: WEST NORTH CENTRAL STATES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	0	0	0	0	0	0	0	0	0	59450	59800	66150	74650	83000	89500	93650	95800	97000	78400
Upper Quartile	0	0	0	0	0	0	0	0	0	53350	55250	60150	65650	70350	73650	75550	76450	76900	63650
Median	0	0	0	0	0	0	0	0	0	48350	51100	54600	57700	59950	61250	61950	62250	62400	55200
Lower Quartile	0	0	0	0	0	0	0	0	0	45750	47150	49350	51350	52850	53750	54250	54450	54550	48750
Lower Decile	0	0	0	0	0	0	0	0	0	43100	43800	45750	47650	49050	49900	50350	50550	50650	44800
Mean	0	0	0	0	0	0	0	0	0	50100	51250	55350	59950	63900	66600	68200	68950	69350	59600
Raw (Unsmoothed) Statistics																			
Upper Decile	0	0	0	0	0	0	0	0	0	58100	63600	67000	69200	71300	82000	120000	82500	94500	78400
Upper Quartile	0	0	0	0	0	0	0	0	0	522 0	59150	59100	62800	63850	67600	87500	67000	75350	63650
Median	0	0	0	0	0	0	0	0	0	47800	53000	54300	56000	55750	61350	61000	57500	62000	55200
Lower Quartile	0	0	0	0	0	0	0	0	0	45000	49750	48600	49750	48700	54100	54700	52450	52750	48750
Lower Decile	0	0	0	0	0	0	0	0	0	42450	46150	44750	47200	45000	48600	51500	49500	48750	44800
Mean	0	0	0	0	0	0	0	0	0	49050	54750	54800	57100	57400	62450	74750	62700	68550	59600
Supporting Data																			
Total Number	0	0	0	1	1	4	5	8	8	44	46	55	34	37	26	40	25	62	402
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	0	2	6
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

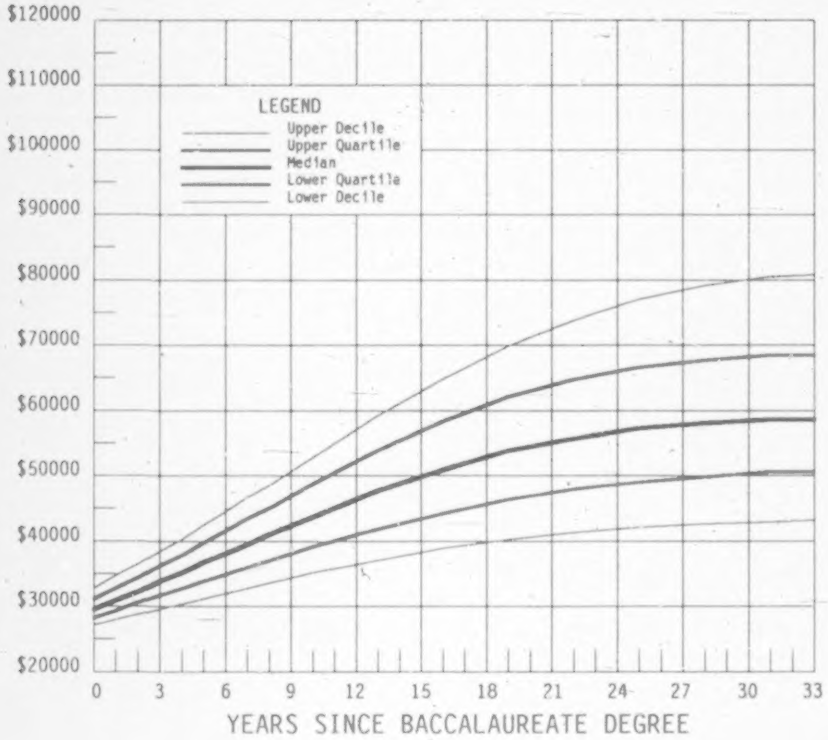
SALARY CURVES FOR ENGINEERS IN WEST NORTH CENTRAL STATES NON-SUPERVISORS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: WEST NORTH CENTRAL STATES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	32750	34450	36100	37800	39450	41150	42750	44350	45850	48650	52100	54550	55900	56400	56300	55750	55050	53500	49750
Upper Quartile	30750	32300	33850	35400	36950	38450	39950	41350	42750	45300	48350	50500	51650	52050	51850	51350	50650	49200	44700
Median	29600	31000	32350	33700	35050	36350	37600	38800	39950	42000	44450	46100	46900	47100	46800	46300	45650	44400	40200
Lower Quartile	28300	29500	30650	31800	32950	34050	35100	36150	37100	38850	40950	42350	43150	43400	43350	43000	42600	41700	34150
Lower Decile	26600	27650	28700	29750	30800	31800	32750	33700	34550	36200	38200	39650	40550	41050	41150	41050	40850	40250	30750
Mean	29600	30950	32350	33700	35050	36400	37700	38900	40100	42300	44950	46750	47800	48200	48150	47750	47250	46100	40300
Raw (Unsmoothed) Statistics																			
Upper Decile	32850	33700	35350	37800	39100	41950	43950	45300	46300	49000	51100	55400	53450	52200	52500	58400	54200	55200	49750
Upper Quartile	30400	32000	33600	34500	36350	40000	41350	42400	43600	45450	47900	49600	49050	49150	51000	53750	47000	51800	44700
Median	29000	31000	32450	32850	34150	37850	38750	39500	40900	42350	44250	44700	44750	45800	46000	47000	44000	46150	40200
Lower Quartile	27750	30000	30950	30900	32600	33900	35450	37150	38400	39300	40600	41750	41700	42500	41000	42650	42000	43250	34150
Lower Decile	26450	28050	28600	28150	31350	31400	33050	35400	35550	36700	37750	38950	39000	40800	38000	41450	40400	41700	30750
Mean	29450	30850	32050	32850	34700	37100	38650	39600	41350	42500	44550	46300	46000	46050	45650	48600	46900	47500	40300
Supporting Data																			
Total Number	43	41	43	54	48	58	52	58	61	97	85	78	37	28	20	24	16	28	872
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Less Than $22000	2	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	4

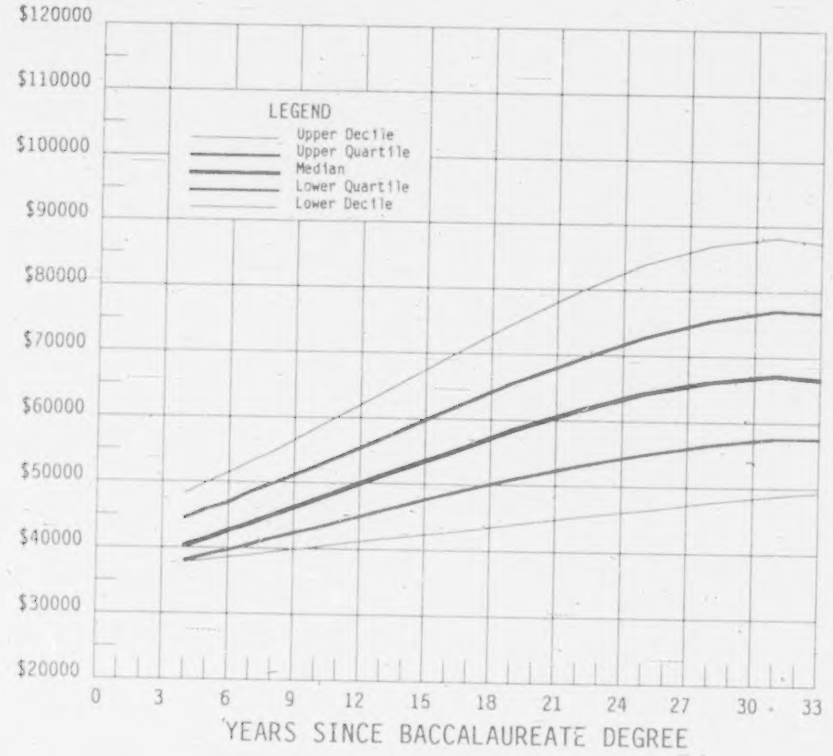
SALARY CURVES FOR ENGINEERS IN SOUTH ATLANTIC STATES
ALL ENGINEERS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: SOUTH ATLANTIC STATES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	32900	34700	36550	38450	40400	42400	44450	46550	48650	52900	59100	64900	69900	73950	77000	79100	80500	81900	68400
Upper Quartile	31150	32750	34450	36200	37950	39750	41550	43400	45200	48800	53900	58350	62050	64800	66650	67800	68400	68700	57600
Median	29550	30950	32350	33800	35200	36700	38150	39600	41000	43800	47700	51050	53800	55850	57250	58150	58700	59050	46100
Lower Quartile	28400	29450	30550	31650	32750	33850	34950	36000	37050	39100	41850	44300	46300	47900	49100	49950	50550	51200	36950
Lower Decile	27100	27950	28800	29650	30500	31300	32100	32900	33650	35150	37100	38800	40150	41250	42050	42650	43050	43550	32050
Mean	29800	31150	32600	34050	35500	36950	38450	39950	41400	44300	48350	51900	54900	57200	58900	60050	60800	61500	48800
Raw (Unsmoothed) Statistics																			
Upper Decile	33150	35000	35750	37800	40400	43200	45250	46700	49700	52850	58100	65000	70300	71850	76800	78250	88750	80600	68400
Upper Quartile	31300	33000	33850	35800	38100	40250	42050	43600	45400	49000	52750	57650	63700	63100	67750	67250	71100	68300	57600
Median	29200	30950	32200	33950	35150	37500	38750	39600	40450	43400	47950	50050	54050	55100	59500	58200	59000	58800	46100
Lower Quartile	28050	29050	30500	31750	32800	34450	35750	36350	38050	38350	41400	44100	45500	47850	51100	50050	50550	51100	36950
Lower Decile	26400	27400	28700	30250	30850	31450	33150	33500	34600	34450	35400	39100	39800	42250	42650	42300	44250	43200	32050
Mean	29550	31200	32350	34050	35500	37400	39050	40150	41700	44050	47700	51500	54900	56500	60450	59700	63650	60800	48800
Supporting Data																			
Total Number	243	301	415	414	395	415	425	414	358	949	696	630	745	736	601	760	520	1122	10135
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	6	4	4	5	21
Less Than $22000	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2

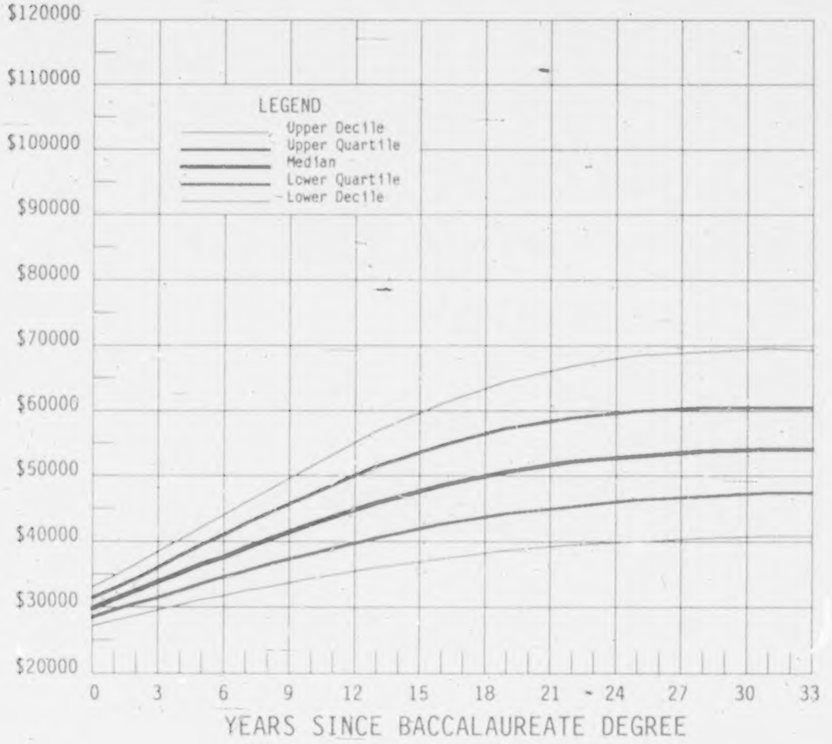
SALARY CURVES FOR ENGINEERS IN SOUTH ATLANTIC STATES
SUPERVISORS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: SOUTH ATLANTIC STATES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	0	0	0	0	48250	49850	51450	53100	54800	58350	63800	69350	74800	79750	83900	86900	88400	84600	80050
Upper Quartile	0	0	0	0	44450	45750	47050	48400	49800	52600	56900	61300	65550	69450	72850	75500	77150	76000	69600
Median	0	0	0	0	40350	41450	42600	43800	45000	47400	51100	54800	58300	61500	64150	66100	67200	65500	60050
Lower Quartile	0	0	0	0	38050	38900	39750	40600	41500	43250	45900	48450	50900	53150	55050	56600	57600	57700	50700
Lower Decile	0	0	0	0	37800	38200	38650	39050	39450	40300	41550	42800	44050	45300	46500	47650	48750	51350	42350
Mean	0	0	0	0	41650	42800	43900	45100	46250	48650	52300	55900	59400	62550	65250	67350	68600	67600	61300
Raw (Unsmoothed) Statistics																			
Upper Decile	0	0	0	0	44300	46800	62400	49750	55000	60100	63050	70150	76400	78500	82150	81400	99750	84500	80050
Upper Quartile	0	0	0	0	40450	45300	48500	46150	50650	52850	56450	62450	68000	69000	72450	71600	78800	77250	69600
Median	0	0	0	0	39500	40500	42500	40250	40950	49750	52000	55150	61850	61100	63350	62650	66400	67200	60050
Lower Quartile	0	0	0	0	38550	36500	33500	37100	39250	43600	49300	48650	53600	52550	56750	52600	55550	59700	50700
Lower Decile	0	0	0	0	35600	34300	30800	36400	38200	40100	45000	43500	45950	45950	47950	42550	48800	53250	42350
Mean	0	0	0	0	39550	40950	43550	42350	45050	49750	53300	56200	61700	61950	65300	63400	70400	68750	61300
Supporting Data																			
Total Number	0	14	0	1	18	13	14	44	73	178	186	257	309	299	285	387	262	473	2811
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	1	3	3	4	3	14
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

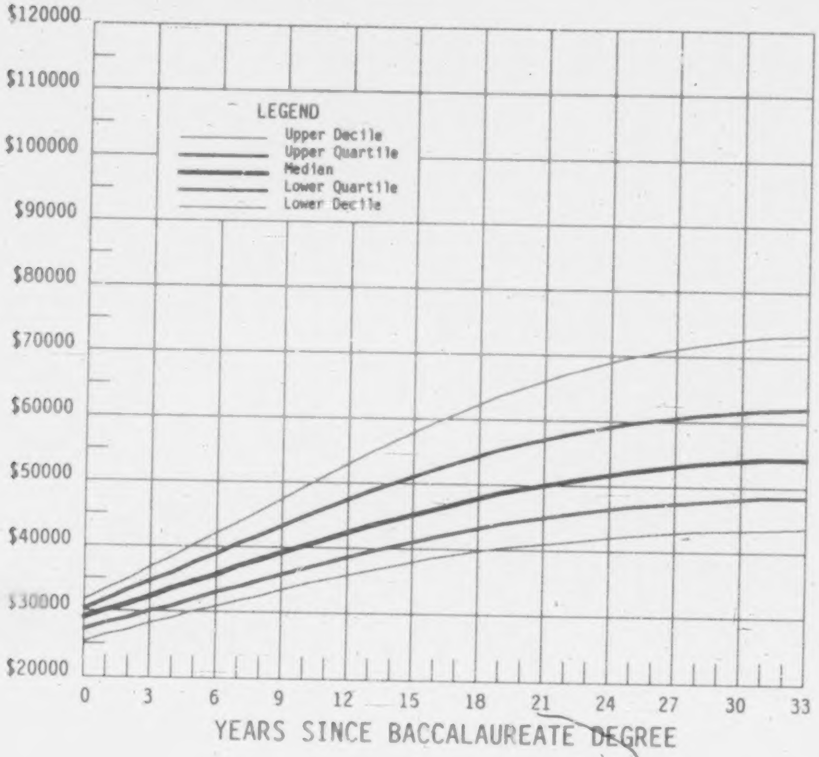
SALARY CURVES FOR ENGINEERS IN SOUTH ATLANTIC STATES
NON-SUPERVISORS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: SOUTH ATLANTIC STATES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	32950	34700	36500	38350	40250	42150	44050	45950	47850	51600	56750	61150	64550	66950	68450	69200	69500	69200	59550
Upper Quartile	31350	32900	34500	36100	37750	39350	41000	42600	44200	47250	51400	54800	57350	59050	60100	60550	60600	60250	50800
Median	29850	31150	32450	33750	35100	36400	37700	38950	40200	42600	45850	48550	50650	52150	53150	53750	54050	54150	41500
Lower Quartile	28550	29600	30600	31600	32600	33600	34550	35500	36450	38200	40600	42600	44250	45450	46400	47000	47400	47800	34850
Lower Decile	27300	28050	28850	29600	30350	31100	31800	32500	33150	34400	36050	37450	38550	39400	40000	40450	40750	41050	31000
Mean	30000	31300	32650	33950	35300	36600	37950	39250	40500	43000	46350	49200	51450	53150	54250	54950	55350	55600	44050
Raw (Unsmoothed) Statistics																			
Upper Decile	33150	35100	35700	37800	40200	42950	45000	46350	48350	51650	55450	59700	64950	65750	70650	69100	74550	67750	59550
Upper Quartile	31300	33100	33850	35750	37650	40200	41950	43300	44300	47300	50700	53000	56550	58600	63000	60300	61600	59900	50800
Median	29200	30950	32200	33950	34950	37400	38750	39550	40250	42200	45550	47300	49250	51550	55300	54150	55000	53950	41500
Lower Quartile	28050	28950	30500	31750	32700	34400	35800	36100	37400	37550	39350	42000	43000	45700	48100	48450	47450	47300	34850
Lower Decile	26400	27300	28700	30250	30750	31450	33200	33100	34150	33650	34800	37100	37250	40350	39600	41800	41750	40650	31000
Mean	29550	31200	32300	34000	35300	37300	38900	39850	40900	42700	45650	48150	50200	52700	56300	55700	57000	55000	44050
Supporting Data																			
Total Number	243	287	413	412	375	404	410	369	286	770	511	372	436	437	318	373	261	648	7326
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	1	0	2	7
Less Than $22000	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2

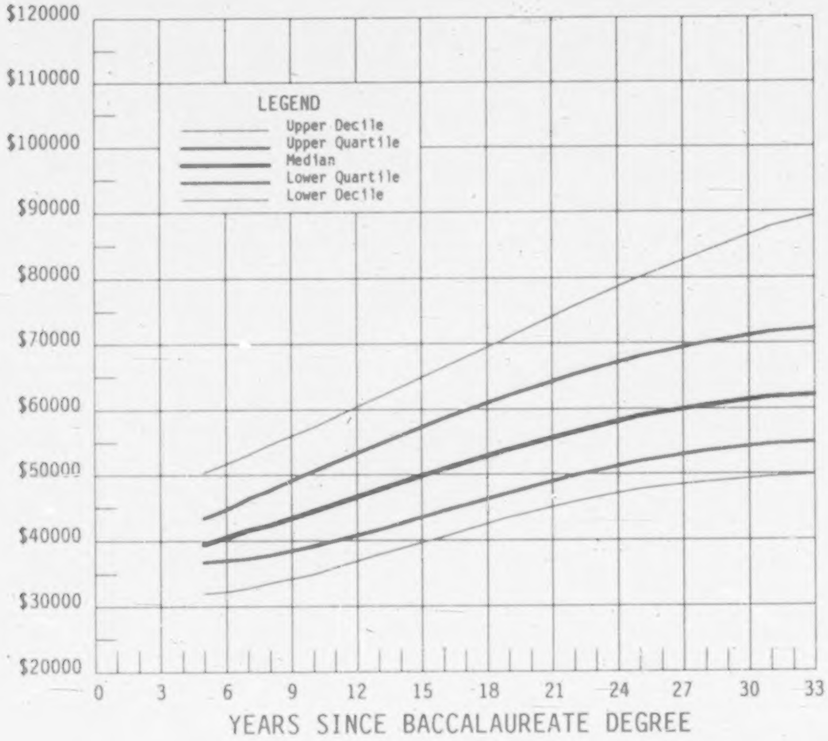
SALARY CURVES FOR ENGINEERS IN EAST SOUTH CENTRAL STATES
ALL ENGINEERS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: EAST SOUTH CENTRAL STATES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	31800	33400	35050	36750	38500	40250	42050	43850	45700	49300	54600	59450	63700	67150	69850	71750	73050	74550	61850
Upper Quartile	30450	31800	33200	34650	36100	37550	39000	40500	41950	44800	48800	52400	55450	57850	59700	60950	61800	62750	52950
Median	28950	30100	31250	32400	33550	34700	35850	37000	38150	40350	43450	46250	48700	50700	52300	53500	54300	55150	44700
Lower Quartile	27200	28150	29100	30100	31050	32050	33000	33950	34900	36800	39450	41800	43900	45550	46900	47850	48450	49100	37000
Lower Decile	25400	26300	27250	28150	29100	30000	30900	31800	32650	34350	36600	38600	40200	41450	42400	43100	43550	44050	31900
Mean	28850	30050	31300	32550	33800	35050	36350	37600	38850	41350	44850	48050	50800	53050	54850	56150	57150	58350	46400
Raw (Unsmoothed) Statistics																			
Upper Decile	31900	33000	34400	36150	38600	41200	42650	45550	44750	50000	54250	59800	63450	64800	67500	73200	76100	74500	61850
Upper Quartile	30500	31400	33100	34450	36400	38450	39100	41050	40700	45600	48300	52150	55900	56700	60550	61050	62100	62350	52950
Median	28950	29900	31450	32400	33650	35450	35000	37950	36750	41250	43050	45900	48600	50650	53400	53750	54100	54500	44700
Lower Quartile	27300	27850	29650	29800	31750	32550	32300	33950	33950	37450	38900	41700	44650	46000	47950	47600	48200	47950	37000
Lower Decile	24950	25750	28000	28400	29900	30250	30750	32100	32200	34400	36050	38450	40800	41450	42700	42850	44200	43500	31900
Mean	28800	29700	31500	32350	34050	35750	36200	38300	37650	42000	44300	48150	51000	52600	54850	56500	57250	58000	46400
Supporting Data																			
Total Number	98	161	121	180	145	184	212	194	220	480	638	467	473	419	374	362	279	534	5544
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	0	2	0	3	0	9	15
Less Than $22000	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	6

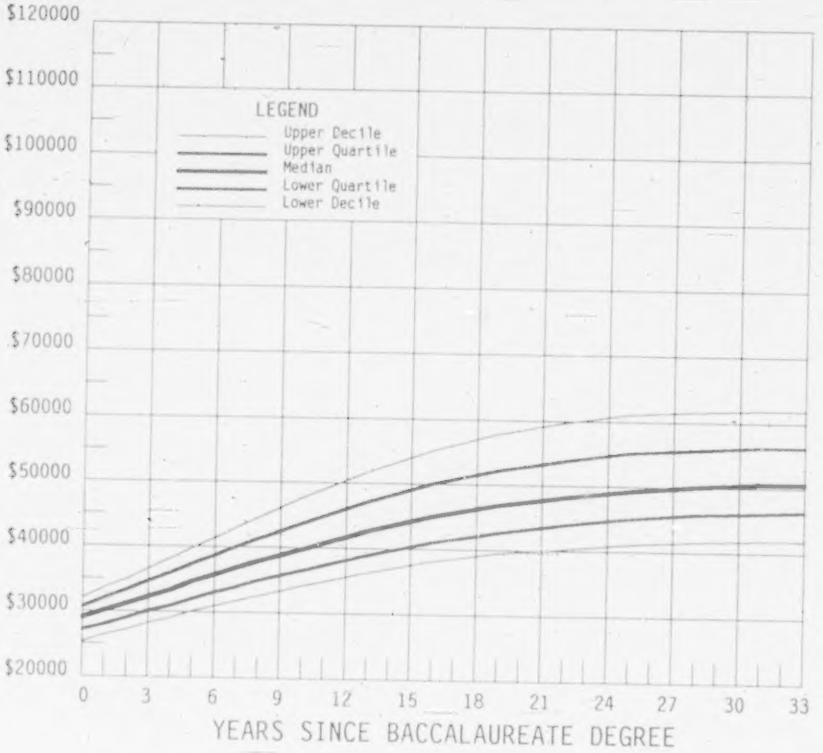
SALARY CURVES FOR ENGINEERS IN EAST SOUTH CENTRAL STATES SUPERVISORS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: EAST SOUTH CENTRAL STATES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	0	0	0	0	0	50450	51800	53150	54550	57450	61900	66450	71050	75650	80000	84100	87700	94050	76850
Upper Quartile	0	0	0	0	0	43400	44850	46300	47750	50650	54800	58700	62250	65300	67900	70050	71700	74100	64650
Median	0	0	0	0	0	39550	40500	41500	42500	44550	47700	50900	53900	56550	58850	60600	61900	63250	55950
Lower Quartile	0	0	0	0	0	36850	37050	37450	37900	39200	41650	44400	47250	49850	52050	53700	54800	55850	48100
Lower Decile	0	0	0	0	0	32000	32400	32900	33550	35050	37750	40650	43400	45750	47600	48900	49650	50250	41700
Mean	0	0	0	0	0	40050	41250	42400	43600	46000	49550	53000	56250	59250	61950	64300	66250	69350	58750
Raw (Unsmoothed) Statistics																			
Upper Decile	0	0	0	0	0	45800	0	53900	49400	61700	62100	69200	71150	76150	73700	82500	86750	99500	76850
Upper Quartile	0	0	0	0	0	40800	0	46600	45500	54900	53100	61900	61950	64600	65500	70000	71400	75400	64650
Median	0	0	0	0	0	38850	0	42100	41000	48250	45200	52550	54200	56300	60100	59700	59500	64400	55950
Lower Quartile	0	0	0	0	0	36350	0	38250	36350	42700	39100	45800	47450	50400	53950	53350	51900	56150	48100
Lower Decile	0	0	0	0	0	31200	0	36850	30950	37050	35400	41950	44050	46950	49900	47000	47400	50350	41700
Mean	0	0	0	0	0	38650	0	43700	40550	49900	47300	55500	55900	59900	61450	64050	63500	71000	58750
Supporting Data																			
Total Number	0	0	0	2	2	18	6	17	14	53	143	135	185	139	156	150	134	171	1326
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	0	2	0	3	0	9	15
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

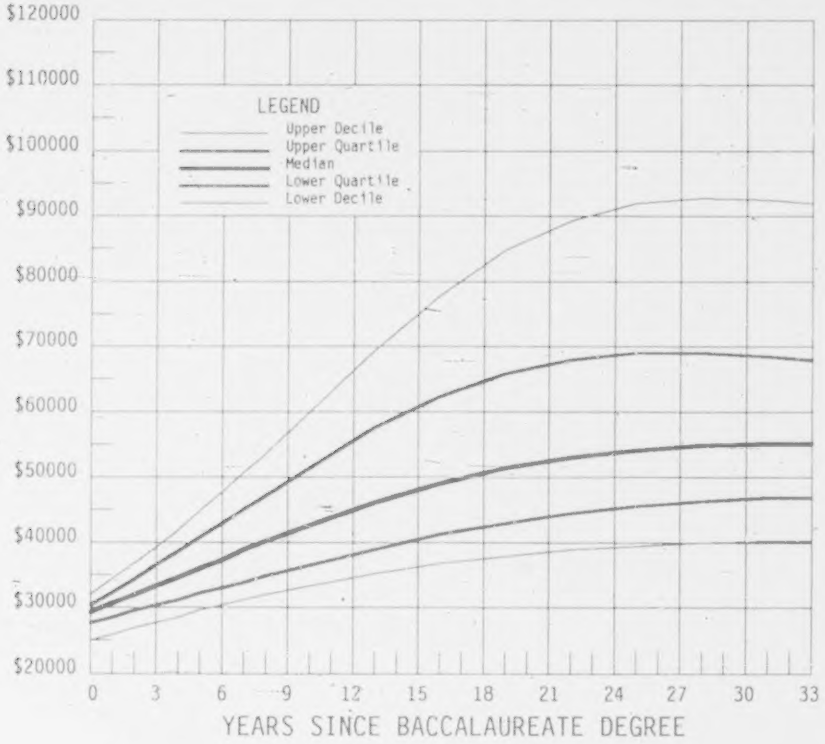
SALARY CURVES FOR ENGINEERS IN EAST SOUTH CENTRAL STATES
NON-SUPERVISORS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: EAST SOUTH CENTRAL STATES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	31950	33500	35050	36650	38250	39850	41450	43050	44600	47650	51800	55250	57900	59800	61000	61600	61850	61750	55100
Upper Quartile	30600	31950	33250	34600	35950	37300	38650	39950	41250	43700	47100	50000	52250	53950	55100	55800	56200	56450	48550
Median	29000	30100	31250	32350	33450	34600	35650	36750	37800	39800	42600	44950	46850	48300	49350	50100	50550	51050	41850
Lower Quartile	27100	28100	29100	30050	31050	32000	33000	33900	34850	36600	39000	41100	42800	44100	45100	45800	46250	46800	35000
Lower Decile	25400	26300	27250	28150	29100	30000	30900	31750	32600	34150	36300	38050	39400	40400	41100	41550	41800	41950	31000
Mean	28950	30100	31300	32500	33650	34850	36000	37150	38250	40450	43350	45850	47850	49350	50400	51100	51500	51850	42550
Raw (Unsmoothed) Statistics																			
Upper Decile	31900	33000	34400	36150	38700	40900	42150	43900	43950	48450	51950	53950	57550	58150	60000	62600	61800	62550	55100
Upper Quartile	30500	31400	33100	34500	36350	37950	38800	40600	40300	44650	47150	49000	51600	53550	54800	55700	56150	56950	48550
Median	28950	29900	31450	32400	33650	35050	34900	37500	36500	40750	42600	44300	46450	48600	49450	50100	50600	50850	41850
Lower Quartile	27300	27850	29650	29800	31800	32500	32200	33700	33900	37200	38800	40750	43600	44700	44800	45800	46200	46250	35000
Lower Decile	24950	25750	28000	28400	29800	30100	30750	31950	32300	34150	36200	37800	39800	39800	41200	41800	42050	41750	31000
Mean	28800	29700	31500	32350	34050	35500	35750	37700	37350	41050	43400	45150	47750	49000	50200	51450	51500	51850	42550
Supporting Data																			
Total Number	98	161	121	179	143	167	205	177	204	428	495	335	285	279	220	212	145	363	4219
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Less Than $22000	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	6

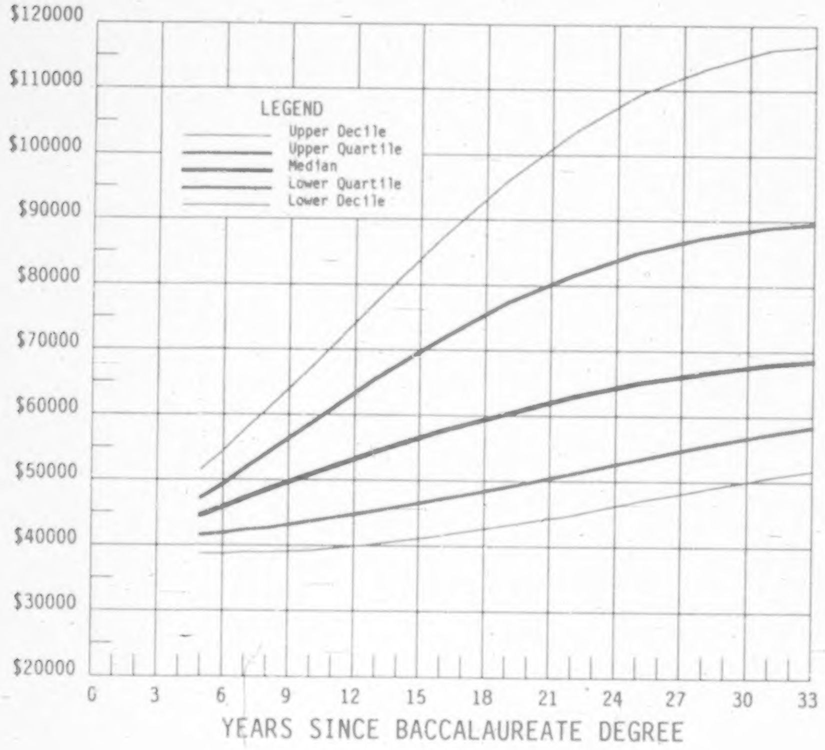
SALARY CURVES FOR ENGINEERS IN WEST SOUTH CENTRAL STATES
ALL ENGINEERS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: WEST SOUTH CENTRAL STATES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	32050	34300	36700	39250	41900	44700	47600	50650	53700	60050	69450	78000	84800	89450	91950	92800	92500	90400	67850
Upper Quartile	30500	32400	34400	36450	38550	40700	42900	45100	47300	51600	57600	62500	66000	68100	69000	69000	68450	66800	53350
Median	29250	30600	31950	33350	34700	36100	37450	38800	40150	42750	46250	49200	51500	53150	54250	54900	55200	55250	41800
Lower Quartile	27700	28600	29500	30400	31300	32200	33100	34000	34900	36600	39050	41200	43050	44500	45600	46400	46900	47350	33600
Lower Decile	25050	26000	26900	27800	28650	29500	30350	31150	31900	33300	35150	36700	37900	38850	39500	39950	40200	40450	30150
Mean	28950	30450	32000	33600	35200	36850	38500	40200	41850	45050	49600	53500	56600	58850	60350	61150	61500	61500	46450
Raw (Unsmoothed) Statistics																			
Upper Decile	33050	33700	35800	37800	40800	45600	49350	53500	56000	61900	68650	73750	81400	85600	89250	95700	89450	97400	67850
Upper Quartile	31450	32000	33900	34800	37650	40650	45000	47850	49250	52100	55150	63900	63700	66400	67000	71900	66600	69400	53350
Median	29850	30300	31700	32450	33850	36900	38850	39950	39800	43450	44150	50050	50700	52700	54600	57300	55100	54850	41800
Lower Quartile	28200	28050	29700	30400	31000	32500	33500	34400	34500	36400	38400	41350	44100	45200	46100	47400	47400	45200	33600
Lower Decile	26600	23450	27900	28700	29000	30050	30850	31700	31700	32000	34650	36900	38100	40100	41450	41150	41600	37500	30150
Mean	29750	29600	31950	33000	34650	37200	39600	41600	42350	45350	48400	53500	55650	57900	60050	63450	60800	62250	46450
Supporting Data																			
Total Number	338	528	554	530	455	542	641	476	490	1035	921	683	645	566	489	385	504	647	10430
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	2	2	3	4	10	8	24	54
Less Than $22000	6	29	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	37

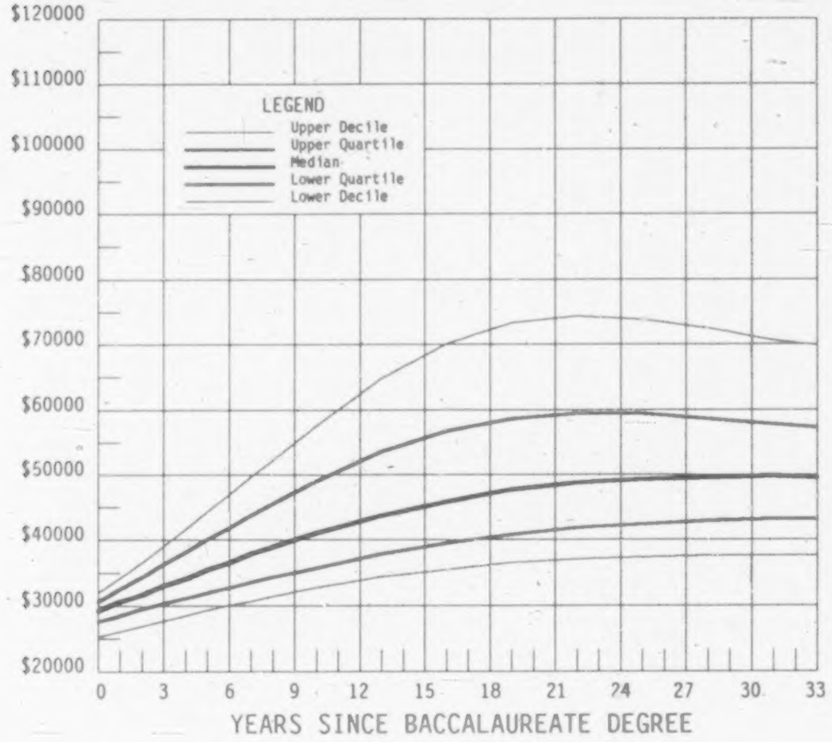
SALARY CURVES FOR ENGINEERS IN WEST SOUTH CENTRAL STATES SUPERVISORS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: WEST SOUTH CENTRAL STATES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	0	0	0	0	0	51500	54500	57550	60750	67250	77300	87100	96000	103500	109350	113450	116150	118800	94800
Upper Quartile	0	0	0	0	0	47200	49450	51750	54050	58700	65500	71750	77250	81700	85100	87500	89100	90750	74400
Median	0	0	0	0	0	44650	45900	47150	48400	50850	54300	57500	60350	62850	64950	66650	67950	69950	59150
Lower Quartile	0	0	0	0	0	41550	41900	42300	42750	43700	45350	47200	49200	51300	53450	55550	57450	60950	47850
Lower Decile	0	0	0	0	0	38750	38700	38800	38900	39300	40200	41500	43100	44900	46850	48800	50700	54300	41850
Mean	0	0	0	0	0	44650	46200	47800	49350	52500	57150	61550	65600	69150	72200	74700	76700	79650	64950
Raw (Unsmoothed) Statistics																			
Upper Decile	0	0	0	0	0	45200	50600	59700	67200	75900	82800	87500	91750	95150	101700	112500	108800	131900	94800
Upper Quartile	0	0	0	0	0	41200	46550	53950	59600	65150	69250	70550	77300	76600	79900	86900	80900	100200	74400
Median	0	0	0	0	0	39850	44550	48950	50650	54650	53150	64150	59100	59200	62450	63550	63450	75000	59150
Lower Quartile	0	0	0	0	0	38650	40000	43250	46250	48350	42150	51050	48950	48600	53400	56100	54750	60600	47850
Lower Decile	0	0	0	0	0	37600	38600	39000	37600	42800	36900	44000	44450	45200	45650	47250	48400	54000	41850
Mean	0	0	0	0	0	40300	44200	49450	52150	57200	57300	64100	65200	65500	69050	73700	71500	84350	64950
Supporting Data																			
Total Number	2	0	1	7	4	54	92	43	54	152	225	220	219	227	217	175	203	207	2115
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	2	2	3	4	10	8	24	54
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

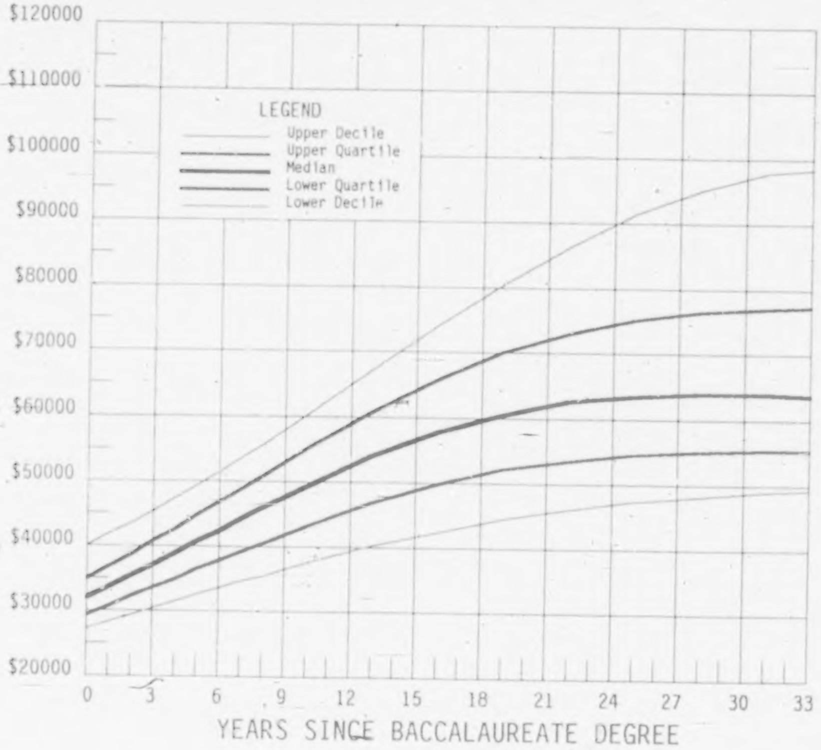
SALARY CURVES FOR ENGINEERS IN WEST SOUTH CENTRAL STATES NON-SUPERVISORS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: WEST SOUTH CENTRAL STATES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	31950	34200	36550	39050	41600	44250	46950	49650	52400	57700	64800	70150	73300	74400	73900	72550	70800	67100	58100
Upper Quartile	30650	32450	34300	36150	38050	40000	41900	43800	45650	49150	53600	56850	58800	59600	59450	58800	57900	55900	47950
Median	29350	30600	31800	33000	34250	35400	36600	37750	38850	40950	43750	45950	47600	48700	49350	49650	49750	49550	38400
Lower Quartile	27750	28600	29500	30350	31150	32000	32800	33600	34350	35800	37750	39400	40750	41750	42450	42950	43250	43450	32400
Lower Decile	25250	26050	26900	27700	28500	29300	30050	30750	31450	32700	34300	35550	36450	37050	37400	37550	37550	37450	29500
Mean	29000	30450	31900	33400	34850	36350	37850	39250	40700	43350	46800	49500	51350	52450	52900	52900	52650	51800	41750
Raw (Unsmoothed) Statistics																			
Upper Decile	33000	33700	35800	37450	40700	45600	49150	52350	54300	58300	62050	66800	70850	75250	74100	77050	69250	69100	58100
Upper Quartile	31400	31950	33900	34600	37550	40450	43900	46750	47400	49450	51100	55200	57050	60100	58550	61150	58250	57250	47950
Median	29800	30250	31700	32400	33800	36150	37300	38950	38200	41550	42550	45100	47250	48950	50200	51300	50100	49500	38400
Lower Quartile	28200	28050	29700	30400	31000	32200	32900	33950	34100	35500	37750	39450	40900	42650	43350	44100	44400	41600	32400
Lower Decile	26600	23450	27900	28650	29000	29800	30600	31500	31450	31450	34100	35200	36400	36900	38900	38350	39200	36650	29500
Mean	29700	29600	31950	32800	34600	36850	38800	40750	41100	43350	45500	48500	50800	52700	53250	54600	53550	51900	41750
Supporting Data																			
Total Number	337	526	552	520	451	486	548	434	436	885	698	464	427	337	274	207	302	438	8318
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Less Than $22000	6	29	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	37

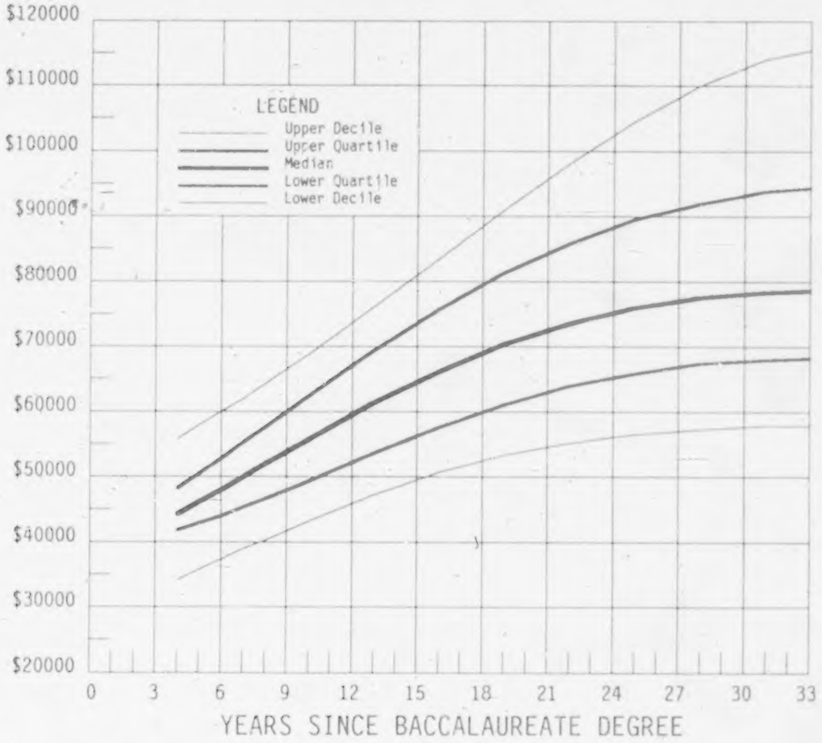
SALARY CURVES FOR ENGINEERS IN MOUNTAIN STATES
ALL ENGINEERS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: MOUNTAIN STATES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	40100	41800	43600	45450	47400	49400	51450	53550	55750	60200	67150	74050	80650	86500	91400	95150	97750	100250	75600
Upper Quartile	35000	36850	38750	40750	42750	44800	46850	48900	51000	55100	60900	66000	70100	73200	75250	76500	77150	77400	62650
Median	32000	33700	35400	37150	38950	40700	42500	44300	46050	49450	54050	57850	60650	62550	63550	63950	63950	63350	51850
Lower Quartile	29400	30800	32200	33600	35050	36450	37900	39300	40650	43300	46900	49850	52150	53700	54700	55200	55400	55250	42300
Lower Decile	27200	28250	29350	30400	31450	32500	33550	34550	35550	37500	40150	42500	44500	46100	47400	48350	49050	49750	34650
Mean	32750	34300	35900	37550	39250	40900	42600	44300	46000	49350	54150	58400	62000	64850	66950	68400	69350	70350	54450
Raw (Unsmoothed) Statistics																			
Upper Decile	46350	38500	41650	44450	46000	50100	51650	54650	56500	60900	66650	73600	82400	86450	93200	92400	95500	100900	75600
Upper Quartile	33700	35550	38050	41400	43200	46450	48650	51200	52650	54450	58750	64950	69800	73650	75500	76200	77250	79200	62650
Median	31200	32250	35100	37000	38750	42700	44550	46350	48100	48900	51950	57100	59600	62400	64800	65100	64000	63800	51850
Lower Quartile	29300	29600	32250	33100	34350	38750	39050	41050	41950	42650	44800	49750	52250	54250	56100	56400	55000	54500	42300
Lower Decile	28000	27450	28200	30150	30900	33400	35400	35200	36950	37300	38450	41850	44850	46150	50500	50600	47150	48250	34650
Mean	33650	32650	35100	37250	38700	42750	43800	45750	47650	49000	52250	58000	62200	64900	68650	68600	69250	70300	54450
Supporting Data																			
Total Number	141	169	186	210	237	264	288	299	281	852	693	594	488	512	401	419	296	430	6759
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	2	4	5	6	8	16	41
Less Than $22000	0	0	2	0	0	0	0	1	0	0	0	0	0	1	0	0	0	0	3

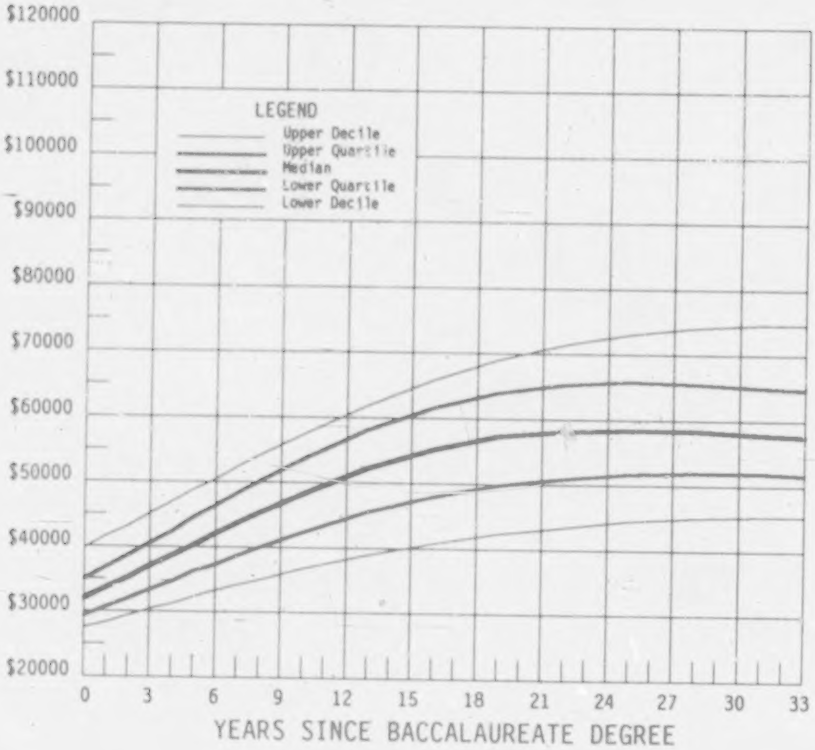
SALARY CURVES FOR ENGINEERS IN MOUNTAIN STATES
SUPERVISORS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: MOUNTAIN STATES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	0	0	0	0	55850	57850	59900	62000	64200	68750	75950	83450	91000	98150	104600	110050	114200	119150	96500
Upper Quartile	0	0	0	0	48150	50450	52800	55150	57550	62300	69300	75750	81400	86000	89550	92100	93800	95700	81150
Median	0	0	0	0	44250	46150	48050	49950	51900	55700	61200	66150	70300	73600	76000	77550	78500	79200	69050
Lower Quartile	0	0	0	0	41750	42850	44050	45300	46600	49350	53600	57650	61150	63950	66000	67350	68100	68600	56400
Lower Decile	0	0	0	0	34100	35650	37250	38800	40300	43250	47300	50650	53350	55250	56550	57350	57800	58050	48100
Mean	0	0	0	0	45450	47150	48850	50600	52400	56100	61650	67100	72050	76300	79650	82150	83750	85200	71600
Raw (Unsmoothed) Statistics																			
Upper Decile	0	0	0	0	54500	66800	53150	59350	64600	69900	75400	84400	91000	97300	104850	105850	120150	125600	96500
Upper Quartile	0	0	0	0	49250	48900	50450	55250	59100	64050	69300	73650	81350	85600	91650	91900	94050	100500	81150
Median	0	0	0	0	46250	45000	47550	51350	51950	55600	60350	66100	71600	74500	75300	77750	78200	82350	69050
Lower Quartile	0	0	0	0	44400	41300	42700	47250	47800	49000	52800	57200	62000	65200	66950	70350	67450	67550	56400
Lower Decile	0	0	0	0	39500	33750	33950	44400	39050	43000	46950	50450	54350	55700	56650	60150	60750	55500	48100
Mean	0	0	0	0	46700	47250	46300	51850	53400	56300	60850	66600	73200	76400	80100	82300	84800	87800	71600
Supporting Data																			
Total Number	4	0	3	6	10	26	29	38	47	143	159	201	180	193	171	152	111	158	1623
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	2	4	5	6	8	16	41
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1

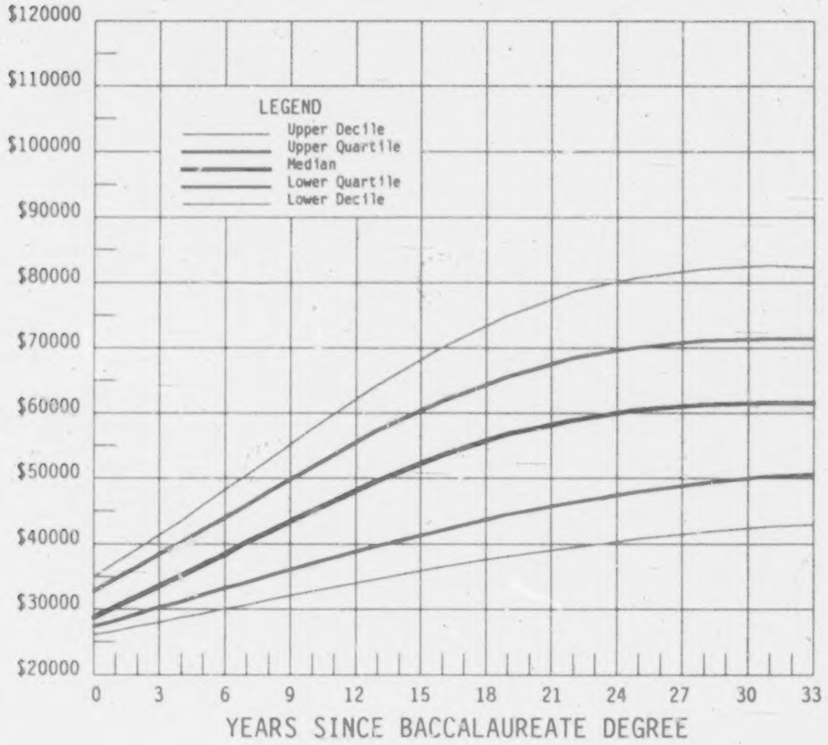
SALARY CURVES FOR ENGINEERS IN MOUNTAIN STATES
NON-SUPERVISORS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: MOUNTAIN STATES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	39750	41500	43300	45100	46900	48700	50500	52250	54000	57350	62000	65900	69050	71400	73000	74000	74550	74950	64500
Upper Quartile	34950	36800	38650	40550	42500	44400	46300	48200	50050	53550	58100	61600	64000	65300	65750	65650	65200	63850	56700
Median	31900	33550	35250	36950	38650	40350	42050	43700	45300	48350	52250	55250	57200	58200	58500	58300	57850	56600	48350
Lower Quartile	29450	30800	32100	33450	34800	36150	37450	38750	40000	42350	45500	48000	49800	51000	51650	51900	51900	51550	39900
Lower Decile	27350	28350	29350	30300	31300	32250	33200	34100	35000	36700	39000	40900	42450	43600	44400	44950	45300	45600	33150
Mean	32600	34150	35700	37250	38800	40350	41900	43450	44900	47750	51500	54550	56750	58200	59000	59350	59350	58950	49000
Raw (Unsmoothed) Statistics																			
Upper Decile	45300	38550	41000	44100	45750	49700	51400	53800	54800	57800	61200	65300	68000	72100	73250	74800	75700	75800	64500
Upper Quartile	33600	35450	37850	41250	42950	46150	48350	50650	51850	53000	56150	60550	61950	64300	65800	66800	66800	66900	56700
Median	31150	32150	35000	36850	38500	42450	44200	45600	47150	47750	50100	54000	56500	57900	59350	60150	58450	58150	48350
Lower Quartile	29250	29550	32200	32950	34250	38550	38750	40150	41500	41900	43350	47400	49450	51250	53750	53800	51600	51950	39900
Lower Decile	27900	27400	28150	30150	30850	33350	35450	34300	36500	36800	37450	39550	42250	43400	47500	46750	44250	46050	33150
Mean	32950	32650	34850	37100	38450	42150	43500	45000	46350	47550	49750	53550	55950	57800	60300	60750	60050	60300	49000
Supporting Data																			
Total Number	138	167	181	205	228	237	260	263	228	710	536	395	310	317	235	269	187	279	5138
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Less Than $22000	0	0	2	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	3

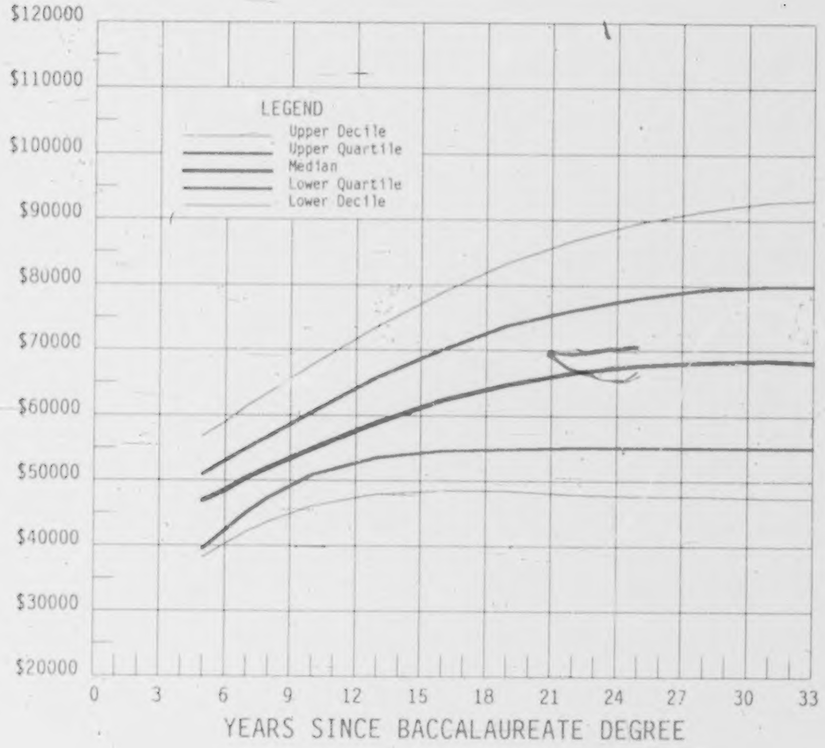
SALARY CURVES FOR ENGINEERS IN PACIFIC STATES
ALL ENGINEERS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: PACIFIC STATES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	35050	37050	39150	41300	43550	45850	48150	50500	52850	57550	64300	70250	75050	78550	80800	82050	82550	82400	73200
Upper Quartile	32850	34600	36400	38300	40200	42100	44050	46000	48000	51800	57250	61900	65650	68400	70150	71150	71600	71550	62250
Median	28800	30350	31900	33500	35150	36800	38500	40150	41850	45100	49650	53600	56750	59000	60450	61300	61600	61550	49550
Lower Quartile	27450	28400	29350	30300	31300	32250	33200	34200	35150	37000	39700	42200	44400	46350	48000	49300	50350	51850	38550
Lower Decile	26100	26800	27450	28100	28800	29450	30100	30800	31450	32750	34650	36450	38100	39550	40850	41900	42700	43850	31950
Mean	30200	31600	33100	34600	36100	37650	39200	40750	42300	45300	49600	53350	56500	58950	60700	61900	62650	63350	51700
Raw (Unsmoothed) Statistics																			
Upper Decile	33500	37550	40100	40350	43100	47750	50100	52900	55300	58450	63500	67700	73150	76450	81250	82750	83750	82850	73200
Upper Quartile	31450	35050	37350	36700	39350	44750	46600	49000	50600	52300	56250	59750	64750	66050	70450	71300	73400	71950	62250
Median	26250	32350	34150	31950	33850	40200	41250	43650	44900	45400	46900	51350	55350	56100	60800	60650	64650	62450	49550
Lower Quartile	25000	30200	30950	29350	29100	35750	34100	38300	39200	37500	40400	40000	41000	44250	48300	49900	56150	51650	38550
Lower Decile	24350	28500	28950	28050	26550	32800	30200	31800	34900	32250	35050	36800	37350	35100	43200	40700	47150	44100	31950
Mean	28650	32700	34400	33350	34450	40450	40800	43450	45200	45500	49300	51650	55300	56500	61250	62150	65850	63250	51700
Supporting Data																			
Total Number	425	240	322	425	386	281	460	390	338	1195	1172	1023	1052	1098	1009	1043	679	1625	13177
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	2	4	7	4	12	30
Less Than $22000	4	0	0	1	0	0	3	0	0	2	2	0	0	0	0	0	0	0	12

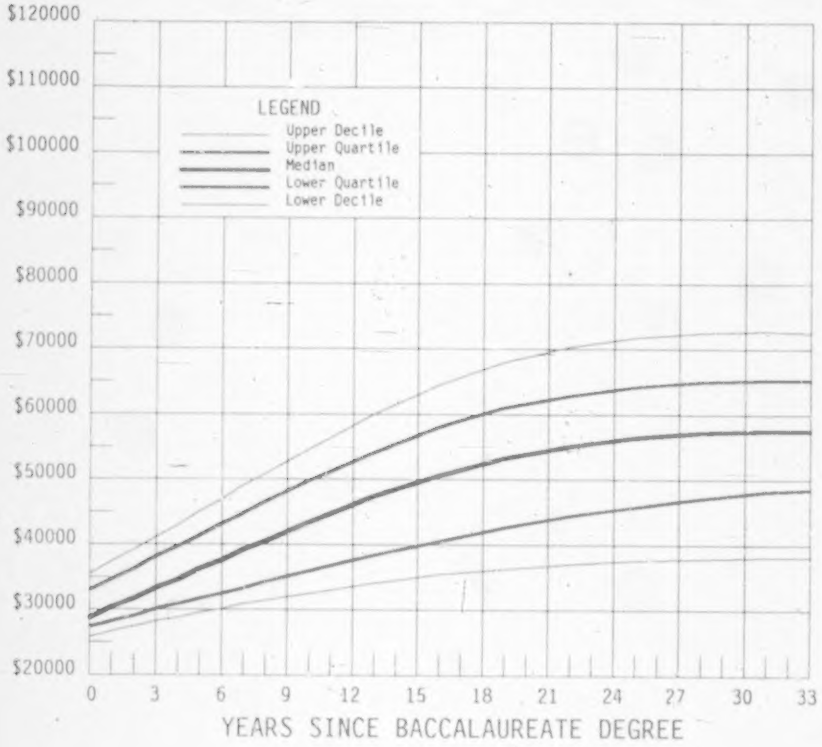
SALARY CURVES FOR ENGINEERS IN PACIFIC STATES SUPERVISORS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: PACIFIC STATES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	0	0	0	0	0	56850	59050	61250	63400	67650	73650	79000	83450	87050	89700	91550	92800	94150	87250
Upper Quartile	0	0	0	0	0	51050	53050	55000	56900	60650	65800	70250	73800	76400	78250	79350	80000	80400	75600
Median	0	0	0	0	0	46950	48650	50300	51900	54950	59050	62350	64900	66600	67650	68200	68400	68250	64950
Lower Quartile	0	0	0	0	0	39450	42500	45200	47500	50900	53700	54750	55050	55100	55100	55100	55100	55050	53250
Lower Decile	0	0	0	0	0	38200	40350	42200	43800	46150	48000	48550	48450	48100	47800	47600	47450	47400	45650
Mean	0	0	0	0	0	49900	46150	47900	51450	58900	65350	67400	67850	67950	67950	67950	67950	67950	66450
Raw (Unsmcothed) Statistics																			
Upper Decile	0	0	0	0	0	61000	58200	56800	65800	67450	76350	76550	83000	87050	89500	92350	94650	92800	87250
Upper Quartile	0	0	0	0	0	48900	50250	53300	60400	61650	66850	70350	73850	75800	76850	79100	82150	80050	75600
Median	0	0	0	0	0	45100	47150	49400	52250	55200	60000	63150	66100	66350	65900	65950	73100	68200	64950
Lower Quartile	0	0	0	0	0	40800	42650	45500	47750	48800	54150	56650	57800	57800	46850	50300	66150	59400	53250
Lower Decile	0	0	0	0	0	39100	39450	43550	44600	44700	48050	51350	49300	46950	44600	46000	61950	46050	45650
Mean	0	0	0	0	0	46500	48000	50100	54250	55600	61050	64100	66450	68100	65850	67450	76750	70650	66450
Supporting Data																			
Total Number	4	1	3	7	7	15	39	34	42	150	212	236	331	374	474	494	256	637	3320
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	2	4	7	4	12	30
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

SALARY CURVES FOR ENGINEERS IN PACIFIC STATES
NON-SUPERVISORS, ALL DEGREE LEVELS

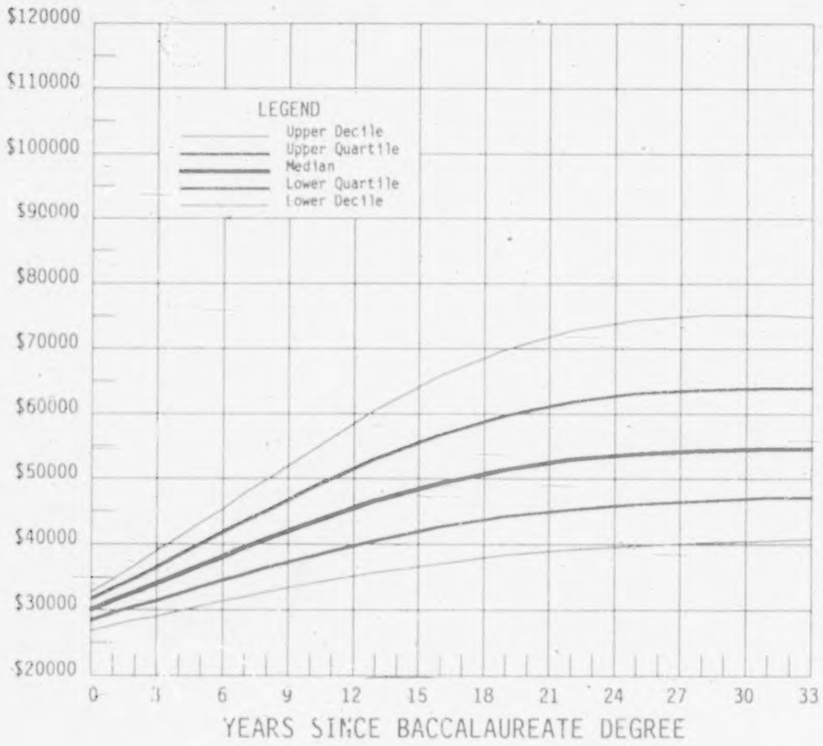


ENGINEERING SALARY STATISTICS: PACIFIC STATES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	35400	37250	39100	41050	43000	45000	46950	48950	50900	54750	60000	64450	67900	70300	71750	72500	72700	72400	65100
Upper Quartile	33100	34700	36350	38050	39750	41450	43150	44850	46550	49800	54250	58050	60950	63050	64400	65100	65400	65350	56000
Median	28900	30350	31750	33250	34700	36200	37700	39150	40600	43450	47400	50700	53350	55250	56500	57250	57550	57650	45100
Lower Quartile	27400	28300	29150	30000	30900	31750	32600	33450	34300	36000	38400	40600	42650	44400	45900	47150	48150	49650	35800
Lower Decile	25950	26700	27400	28150	28850	29500	30200	30850	31450	32600	34150	35400	36350	37100	37600	38000	38200	38450	30850
Mean	30400	31700	33050	34400	35700	37050	38400	39700	41000	43500	47000	50000	52450	54300	55650	56550	57100	57600	46750
Raw (Unsmoothed) Statistics																			
Upper Decile	33450	37500	40000	40200	42800	47250	49750	52450	53250	55650	58950	61650	65500	67150	71750	72650	73800	74650	65100
Upper Quartile	31350	35000	37300	36550	39200	44550	46050	48200	49300	50650	53150	54950	58850	60300	65250	65500	66950	66900	56000
Median	26000	32300	34150	31850	33700	39950	40600	42900	43800	44100	46650	47550	50350	50950	58500	58550	59200	59600	45100
Lower Quartile	24950	30200	30950	29300	29050	35550	32050	37700	38350	36400	39100	39000	39350	38950	49850	49250	51200	50450	35800
Lower Decile	24350	28500	28950	28050	26500	32700	30050	31600	34700	31950	34450	36150	36650	34250	35400	37200	44000	38500	30850
Mean	28600	32650	34400	33200	34250	40150	40150	42800	43950	44100	46700	47900	50250	50550	57200	57350	59450	58700	46750
Supporting Data																			
Total Number	421	239	320	416	380	267	421	356	296	1044	960	789	721	722	535	551	421	994	9859
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Less Than $22000	4	0	0	1	0	0	3	0	0	2	2	0	0	0	0	0	0	0	12

CURVES AND TABLES FOR SELECTED INDUSTRIAL SECTORS

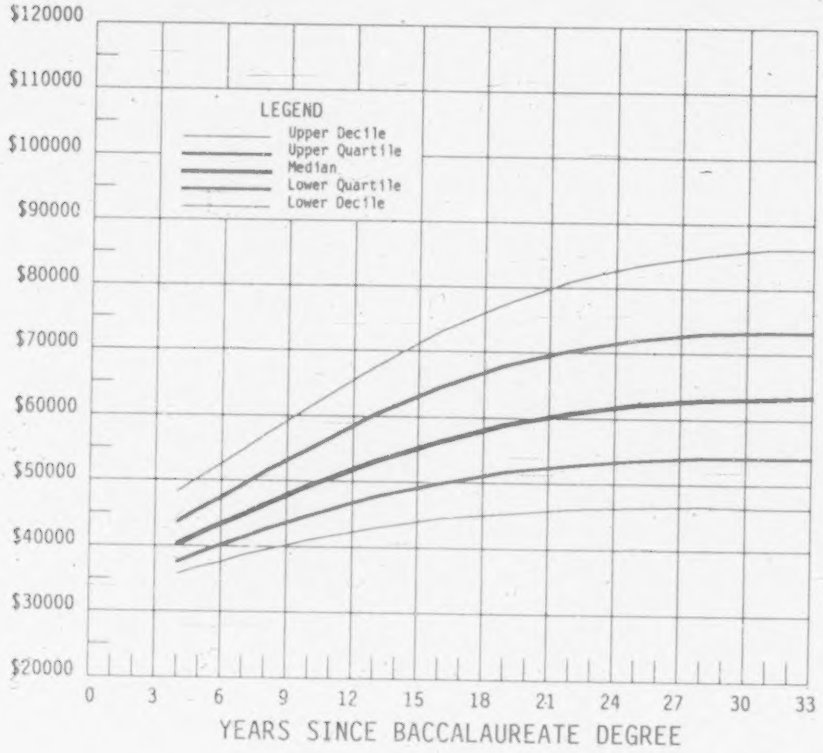
SALARY CURVES FOR ENGINEERS IN ALL MANUFACTURING INDUSTRIES
ALL ENGINEERS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	32850	34800	36800	38900	41000	43150	45400	47600	49850	54250	60450	65800	69900	72750	74400	75100	75200	74450	65200
Upper Quartile	31650	33250	34900	36600	38300	40050	41750	43500	45200	48500	53050	56900	59850	61900	63150	63800	64000	63750	54200
Median	30050	31400	32750	34100	35450	36800	38150	39500	40800	43300	46650	49400	51550	53000	53950	54500	54700	54650	44050
Lower Quartile	28550	29600	30600	31600	32600	33600	34600	35550	36450	38200	40600	42600	44150	45350	46200	46800	47150	47500	36100
Lower Decile	26900	27700	28450	29200	29950	30700	31400	32100	32750	34050	35700	37150	38300	39200	39850	40300	40650	41000	31550
Mean	30000	31400	32800	34200	35650	37050	38500	39900	41300	44000	47650	50750	53200	55000	56150	56850	57200	57350	46800
Raw (Unsmoothed) Statistics																			
Upper Decile	33300	34300	36750	38100	40850	43750	46350	48100	50900	53650	61050	65100	70500	71450	73650	74650	74900	75400	65200
Upper Quartile	31550	32900	34650	36150	38700	40750	42900	43800	46150	47800	52800	56150	60500	61050	63600	63550	63800	64150	54200
Median	29600	31200	32700	33800	35450	37450	39450	40200	41550	42750	46000	48800	51650	52550	54600	54500	54550	54800	44050
Lower Quartile	27850	29500	30700	31300	32450	34100	35800	36750	37600	37550	39850	42200	43750	44550	46900	47850	47600	47050	36100
Lower Decile	25350	27650	28850	29300	30100	31500	32200	33200	34300	33200	34850	36950	37600	38300	41350	40600	41050	40800	31550
Mean	29600	31050	32900	33950	35650	37600	39450	40550	42250	43400	47150	50250	53200	54350	56700	57000	57300	57400	46800
Supporting Data																			
Total Number	1723	1947	2516	2838	2527	2311	2640	2520	2127	5070	4520	4390	4164	4158	3450	3777	3843	5211	59748
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	2	9	11	25	29	34	113
Less Than $22000	30	29	2	3	2	7	6	3	4	3	5	0	3	7	7	7	11	11	141

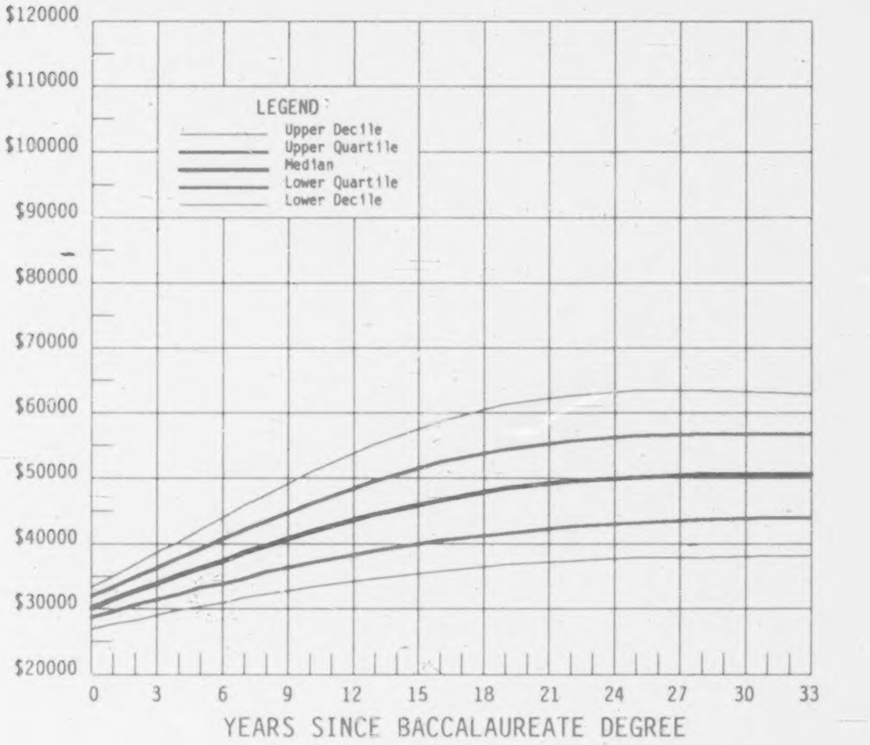
SALARY CURVES FOR ENGINEERS IN ALL MANUFACTURING INDUSTRIES
SUPERVISORS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	0	0	0	0	48250	50400	52600	54800	57000	61350	67500	72950	77450	80950	83450	85100	86050	86850	78600
Upper Quartile	0	0	0	0	43700	45600	47550	49450	51350	55050	60200	64550	67950	70450	72050	72950	73350	73350	68000
Median	0	0	0	0	40350	41900	43400	44900	46400	49250	53150	56400	58950	60850	62150	62900	63300	63550	57600
Lower Quartile	0	0	0	0	37700	38950	40200	41350	42550	44700	47600	49900	51650	52850	53600	54000	54150	54100	48650
Lower Decile	0	0	0	0	35850	36800	37700	38600	39450	41000	42950	44400	45450	46050	46400	46550	46500	46250	42350
Mean	0	0	0	0	41300	42900	44500	46050	47600	50550	54650	58150	60900	63000	64400	65300	65800	66150	60000
Raw (Unsmoothed) Statistics																			
Upper Decile	0	0	0	0	47950	52400	49950	54300	56800	62300	69450	72200	76800	81250	82400	83200	89000	86800	78600
Upper Quartile	0	0	0	0	44150	45950	46800	49250	51050	54500	61900	64000	68650	70400	71250	71750	73800	73900	68000
Median	0	0	0	0	40300	41000	43450	44200	47050	49200	53800	56000	60250	60400	61600	60950	64400	64150	57600
Lower Quartile	0	0	0	0	38500	39050	39750	39850	42200	45050	48250	50000	52100	52900	52400	52400	56100	54250	48650
Lower Decile	0	0	0	0	35200	37600	38200	38050	38500	41000	44050	45100	43850	45900	45300	47250	49050	45200	42350
Mean	0	0	0	0	41200	43700	43700	45200	47550	50700	55750	57900	61250	62800	63500	64050	67400	66300	60000
Supporting Data																			
Total Number	31	33	39	105	172	160	289	315	392	943	1164	1569	1638	1597	1503	1739	1442	1990	15124
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	2	9	11	25	29	34	113
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	2	7	7	7	9	11	43

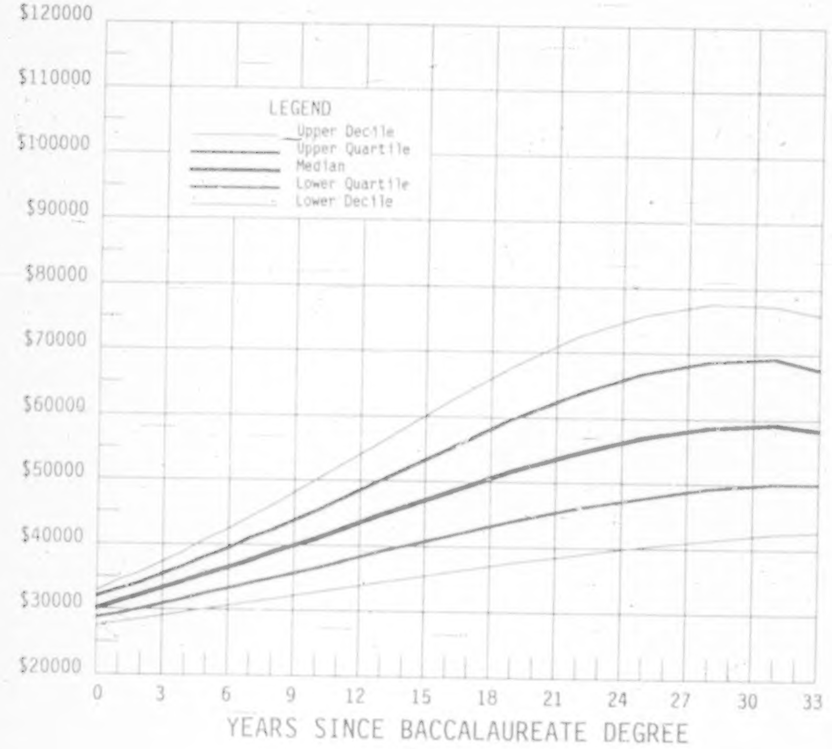
SALARY CURVES FOR ENGINEERS IN ALL MANUFACTURING INDUSTRIES NON-SUPERVISORS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: ALL MANUFACTURING INDUSTRIES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	33300	35050	36800	38600	40400	42200	44000	45750	47500	50850	55250	58750	61200	62700	63400	63500	63250	62250	56100
Upper Quartile	32000	33450	34900	36350	37850	39300	40750	42200	43550	46200	49650	52450	54450	55800	56500	56800	56800	56400	48750
Median	30250	31500	32700	33900	35100	36300	37450	38600	39700	41800	44550	46750	48400	49550	50250	50600	50750	50650	40550
Lower Quartile	28800	29700	30600	31450	32350	33200	34000	34800	35600	37050	38950	40500	41700	42600	43250	43650	43900	44100	34250
Lower Decile	26950	27650	28400	29100	29750	30400	31050	31650	32250	33350	34750	35850	36700	37350	37750	38000	38200	38300	30700
Mean	30250	31500	32750	34000	35200	36450	37650	38800	39950	42100	44900	47150	48850	50000	50650	51000	51100	50950	42300
Raw (Unsmoothed) Statistics																			
Upper Decile	33300	34250	36650	37850	40500	43350	45500	46750	49000	50550	54950	57250	59900	61450	63700	62950	63250	63900	56100
Upper Quartile	31550	32900	34600	36000	38150	40450	42450	43250	44050	45950	49100	50800	53600	55150	57050	56450	56200	58050	48750
Median	29550	31200	32650	33650	35150	37100	39000	39800	40700	41300	43650	45450	47700	48800	51350	51200	50800	51150	40550
Lower Quartile	27800	29450	30650	31250	32250	33850	35300	36350	37000	36550	38200	39550	40650	41450	44500	43900	44100	44850	34250
Lower Decile	25300	27600	28800	29250	29950	31250	31900	32750	33650	32550	33800	35500	35850	36700	38550	37500	39200	38650	30700
Mean	29550	31050	32850	33750	35250	37200	38950	39900	41000	41700	44200	46050	47950	49100	51500	50950	51200	51850	42300
Supporting Data																			
Total Number	1692	1914	2476	2731	2358	2154	2352	2207	1735	4127	3358	2825	2525	2560	1947	2038	2403	3223	44622
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Less Than $22000	30	29	2	3	2	7	6	3	4	3	5	0	1	0	0	0	2	0	98

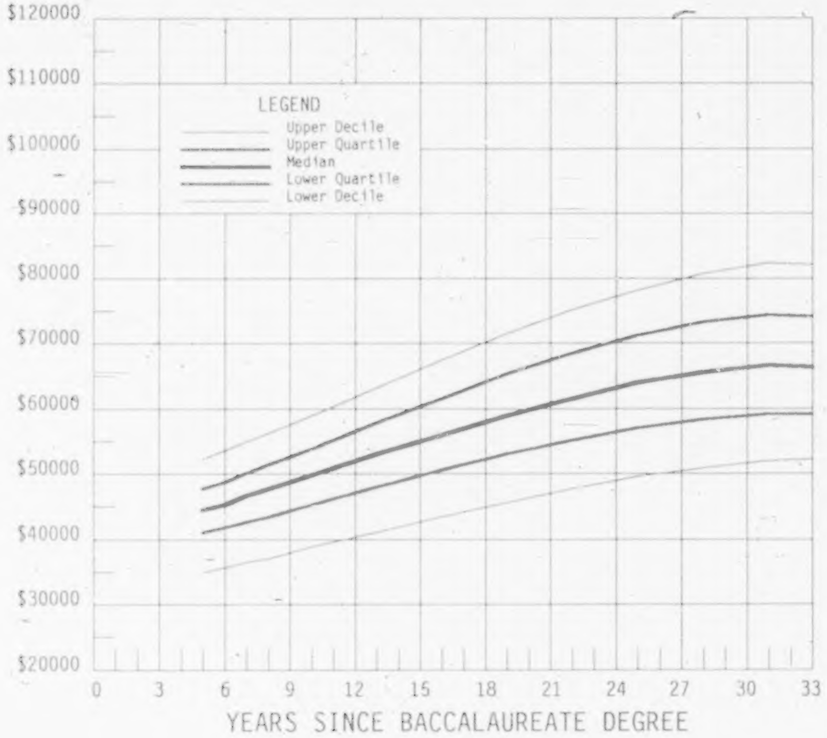
SALARY CURVES FOR ENGINEERS IN AEROSPACE
ALL ENGINEERS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: AEROSPACE

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	32900	34350	35850	37400	39050	40750	42500	44300	46200	50050	56100	62150	67750	72500	75800	77500	77450	71200	65450
Upper Quartile	31900	33050	34250	35500	36800	38150	39550	40950	42400	45450	50200	55000	59650	63800	66950	68900	69250	63100	55250
Median	30250	31250	32250	33250	34300	35400	36500	37600	38800	41150	44750	48350	51750	54750	57150	58650	59200	55750	42500
Lower Quartile	28700	29450	30200	30950	31750	32500	33300	34150	34950	36600	39100	41550	43900	46050	47850	49300	50200	49800	33750
Lower Decile	27500	28050	28550	29050	29600	30100	30650	31150	31700	32750	34400	35950	37500	38950	40250	41450	42400	43800	30450
Mean	30350	31300	32300	33350	34400	35500	36600	37750	38900	41300	44950	48600	52100	55200	57700	59350	60000	56750	45600
Raw (Unsmoothed) Statistics																			
Upper Decile	32050	33550	34900	36850	39750	42000	43550	46250	48450	51750	56500	61950	67500	70800	71550	74200	73850	73800	65450
Upper Quartile	31100	32200	33350	35050	37200	39150	40700	42800	44400	46650	51300	54750	60350	62750	64500	66250	64950	65050	55250
Median	29600	30800	31800	33000	34450	36100	37400	38950	39850	41500	44600	47300	52400	54750	56900	57900	56550	56650	42500
Lower Quartile	28350	29200	30300	31100	31600	32900	33900	34900	35550	36350	38150	39700	43750	46750	49400	50600	48650	49850	33750
Lower Decile	27000	28050	28700	29550	29800	30450	30900	31900	31150	32150	33250	34250	36650	39450	42400	43300	42150	43300	30450
Mean	29750	30800	31850	33100	34600	36150	37450	39050	39950	41850	44900	47750	52400	55050	57200	58600	57350	57750	45600
Supporting Data																			
Total Number	582	835	981	952	912	831	725	612	487	1169	866	699	787	937	908	1024	1201	2400	16908
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Less Than $22000	0	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	2

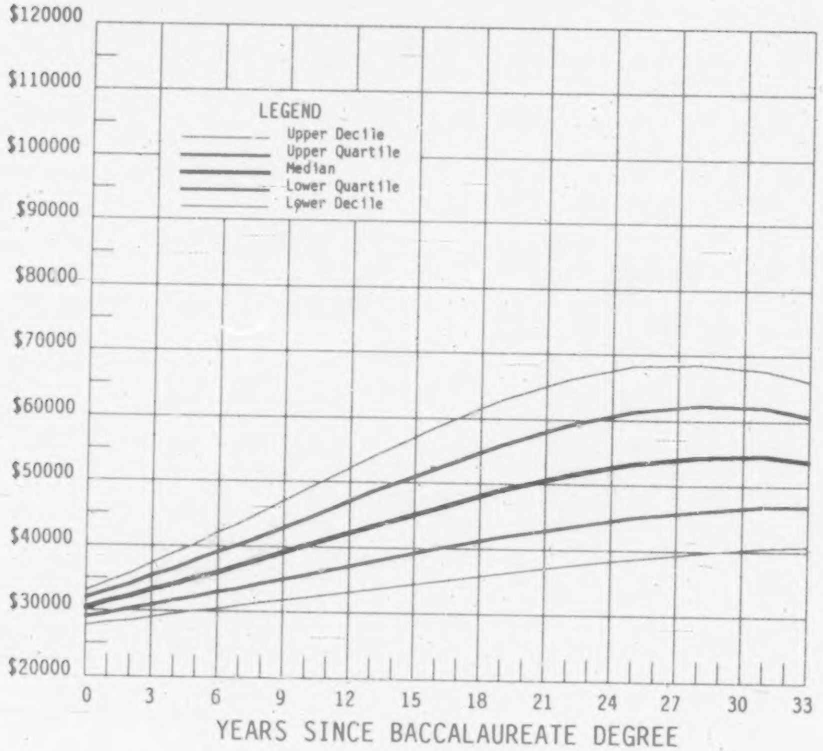
SALARY CURVES FOR ENGINEERS IN AEROSPACE SUPERVISORS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: AEROSPACE, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	0	0	0	0	0	52150	53500	54850	56200	59000	63200	67400	71400	75100	78250	80700	82300	81600	78500
Upper Quartile	0	0	0	0	0	47650	48900	50150	51400	53950	57850	61650	65300	68550	71300	73350	74500	73150	70350
Median	0	0	0	0	0	44400	45450	46550	47600	49750	52950	56100	59050	61700	63900	65600	66550	65650	62400
Lower Quartile	0	0	0	0	0	40950	41800	42700	43600	45350	48000	50550	53000	55150	56950	58300	59200	58850	54550
Lower Decile	0	0	0	0	0	34900	35650	36450	37200	38800	41150	43500	45700	47750	49550	51000	52050	52500	46500
Mean	0	0	0	0	0	44150	45200	46300	47350	49500	52750	55950	58950	61650	63900	65650	66700	66000	62400
Raw (Unsmoothed) Statistics																			
Upper Decile	0	0	0	0	0	54500	51650	54000	54900	58600	62900	67350	73800	75850	77850	80350	80550	82100	78500
Upper Quartile	0	0	0	0	0	46250	48700	49050	51600	53400	57200	61950	67800	70000	70550	72600	72700	73700	70350
Median	0	0	0	0	0	43100	43500	45500	47950	50100	52550	55900	60800	62350	63700	65550	64850	66100	62400
Lower Quartile	0	0	0	0	0	40750	40050	42400	42300	45900	47500	50450	54000	55500	57950	58200	57200	59300	54550
Lower Decile	0	0	0	0	0	38500	33800	39700	33250	39950	40250	41200	46350	48650	51400	50350	50850	52700	46500
Mean	0	0	0	0	0	44550	44100	45650	46550	49700	52200	55450	60450	62500	64250	65300	64950	66450	62400
Supporting Data																			
Total Number	0	2	1	2	4	15	19	37	35	126	142	173	257	353	366	451	472	861	3316
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

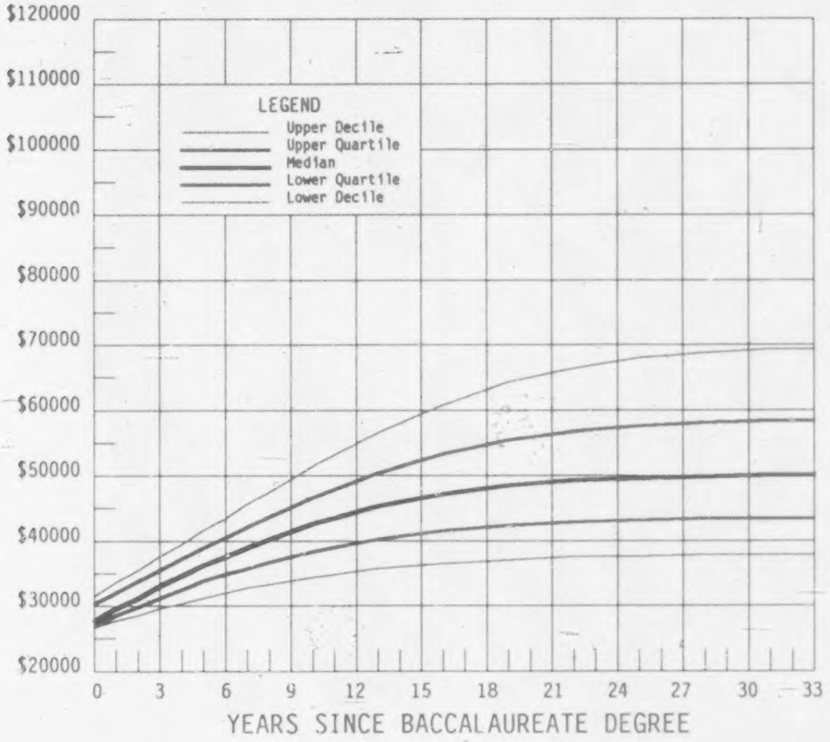
SALARY CURVES FOR ENGINEERS IN AEROSPACE
NON-SUPERVISORS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: AEROSPACE, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	33000	34350	35800	37300	38800	40350	42000	43600	45300	48700	53850	58750	63000	66200	68150	68650	67800	61350	57400
Upper Quartile	32050	33150	34250	35400	36600	37850	39100	40350	41650	44300	48400	52350	56000	59100	61300	62350	62250	56350	49000
Median	30500	31350	32300	33200	34150	35100	36100	37100	38100	40150	43200	46200	49000	51350	53200	54350	54700	51800	38800
Lower Quartile	29000	29650	30300	31000	31650	32350	33000	33700	34400	35800	37900	39950	41850	43600	45050	46250	47000	47050	32700
Lower Decile	27750	28200	28650	29100	29550	30000	30450	30950	31400	32300	33700	35050	36350	37550	38650	39650	40500	41800	30050
Mean	30550	31450	32350	33300	34250	35200	36200	37200	38200	40250	43350	46350	49100	51500	53300	54450	54750	51800	41550
Raw (Unsmoothed) Statistics																			
Upper Decile	32050	33550	34850	36900	39700	41650	43350	45650	47500	49800	54600	57900	61500	63300	64750	64500	64300	63900	57400
Upper Quartile	31100	32200	33350	35050	37200	39000	40550	42150	43700	45550	49350	51250	55450	57250	58700	58950	58450	58350	49000
Median	29600	30800	31800	33000	34450	36000	37300	38600	39400	40600	42950	44700	49100	50550	52600	53550	52050	52900	38800
Lower Quartile	28350	29200	30300	31100	31600	32850	33850	34600	35350	35900	37250	38400	40700	43500	45750	47550	46000	47250	32700
Lower Decile	27000	28050	28700	29550	29750	30450	30900	31750	30950	31950	32950	33400	35350	37900	40150	41550	40450	41450	30050
Mean	29750	30800	31800	33100	34600	36000	37250	38600	39400	40900	43500	45200	48550	50500	52400	53300	52400	52900	41550
Supporting Data																			
Total Number	582	833	980	950	908	816	706	575	452	1043	724	526	530	584	542	573	729	1539	13592
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Less Than $22000	0	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	2

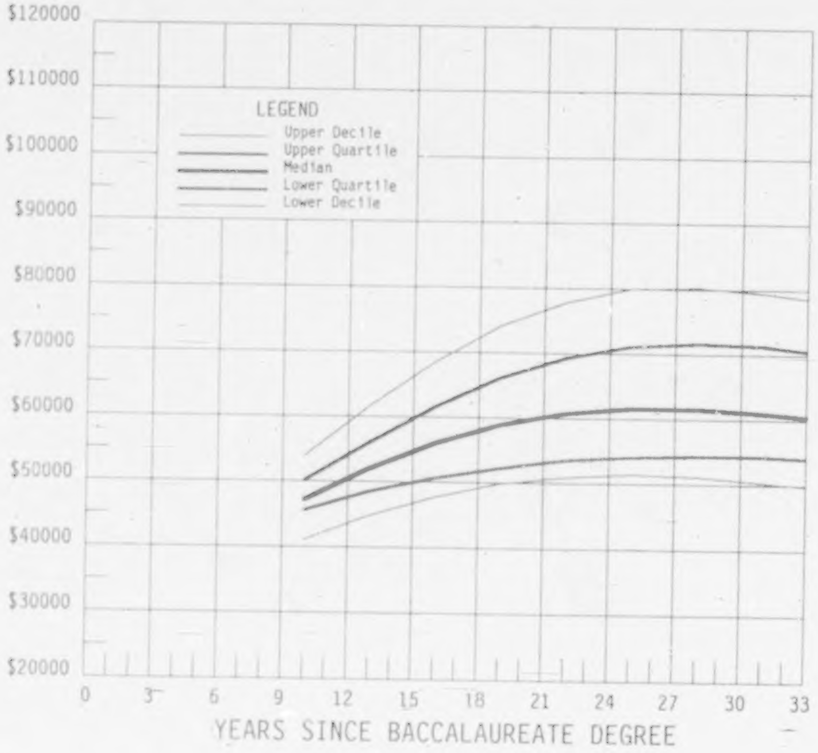
SALARY CURVES FOR ENGINEERS IN BASIC METALS
ALL ENGINEERS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: BASIC METALS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	31600	33550	35500	37500	39500	41550	43550	45550	47550	51350	56500	60800	64150	66500	68000	68900	69400	69650	60600
Upper Quartile	30300	32050	33800	35500	37250	38950	40650	42250	43800	46750	50500	53400	55450	56850	57650	58100	58350	58450	52300
Median	27800	29600	31300	33000	34650	36200	37700	39050	40350	42650	45350	47250	48500	49300	49700	49900	50000	50050	43400
Lower Quartile	27000	28500	29900	31250	32550	33750	34850	35850	36800	38450	40300	41600	42400	42900	43200	43350	43400	43450	36800
Lower Decile	26600	27650	28650	29600	30450	31300	32050	32750	33350	34450	35700	36600	37150	37500	37700	37850	37900	37900	32050
Mean	28450	30100	31700	33350	34900	36450	37900	39300	40650	43100	46100	48350	49900	50900	51500	51850	52000	52050	45700
Raw (Unsmoothed) Statistics																			
Upper Decile	31450	33450	35450	36400	40400	47100	44600	42100	47900	48400	59600	59850	68000	70200	78950	68800	77200	70800	60600
Upper Quartile	30650	32600	33000	35000	38000	39900	41550	39900	43250	45250	53450	56350	57200	55950	68000	62450	58500	58400	52300
Median	28000	29850	31100	32500	36000	37200	37000	37400	41200	41550	47450	48500	50400	51950	53750	53300	48500	50000	43400
Lower Quartile	26850	28650	30100	31000	34400	35500	33100	34350	37800	38050	41800	41100	42050	44050	49150	51750	39750	44000	36800
Lower Decile	26150	27700	28550	30300	29050	34250	31550	32900	31850	33900	36300	35300	36650	40900	40600	47800	35150	37450	32050
Mean	28300	30400	31700	33000	36050	38300	37650	37450	40700	41400	48950	48900	51200	52100	58250	57300	51650	52350	45700
Supporting Data																			
Total Number	16	17	18	24	16	29	46	45	38	98	87	53	50	69	56	58	27	52	783
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Less Than $22000	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1

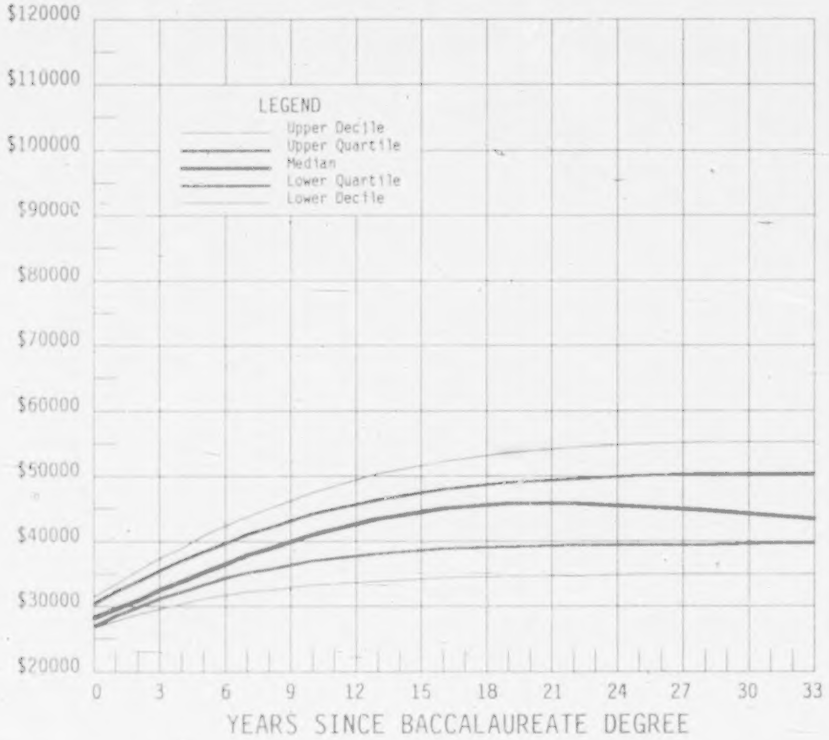
SALARY CURVES FOR ENGINEERS IN BASIC METALS SUPERVISORS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: BASIC METALS, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	0	0	0	0	0	0	0	0	0	53800	61550	68600	74200	78000	79900	80200	79500	76200	76150
Upper Quartile	0	0	0	0	0	0	0	0	0	50000	56050	61600	66150	69450	71300	71850	71450	68300	62750
Median	0	0	0	0	0	0	0	0	0	47300	52100	56050	59000	60800	61600	61600	61100	59200	54800
Lower Quartile	0	0	0	0	0	0	0	0	0	45600	48400	50650	52400	53600	54250	54500	54400	53400	48650
Lower Decile	0	0	0	0	0	0	0	0	0	41050	44850	47850	49900	51000	51350	51100	50450	48600	41000
Mean	0	0	0	0	0	0	0	0	0	48300	53400	57700	60900	62850	63700	63650	63050	60900	56900
Raw (Unsmoothed) Statistics																			
Upper Decile	0	0	0	0	0	0	0	0	0	52300	62350	70400	77650	75000	81050	75050	0	80650	76150
Upper Quartile	0	0	0	0	0	0	0	0	0	49500	57100	59550	64500	71200	77650	66300	0	69700	62750
Median	0	0	0	0	0	0	0	0	0	46250	53150	57150	57300	58600	64550	60200	0	59750	54800
Lower Quartile	0	0	0	0	0	0	0	0	0	44250	49150	52600	52350	52150	53250	54850	0	54100	48650
Lower Decile	0	0	0	0	0	0	0	0	0	39800	46050	48400	49500	50500	49350	52450	0	48900	41000
Mean	0	0	0	0	0	0	0	0	0	46300	55700	57700	59700	61100	65500	61800	0	62300	56900
Supporting Data																			
Total Number	0	0	1	1	3	7	9	3	5	20	39	21	22	22	28	29	5	18	232
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

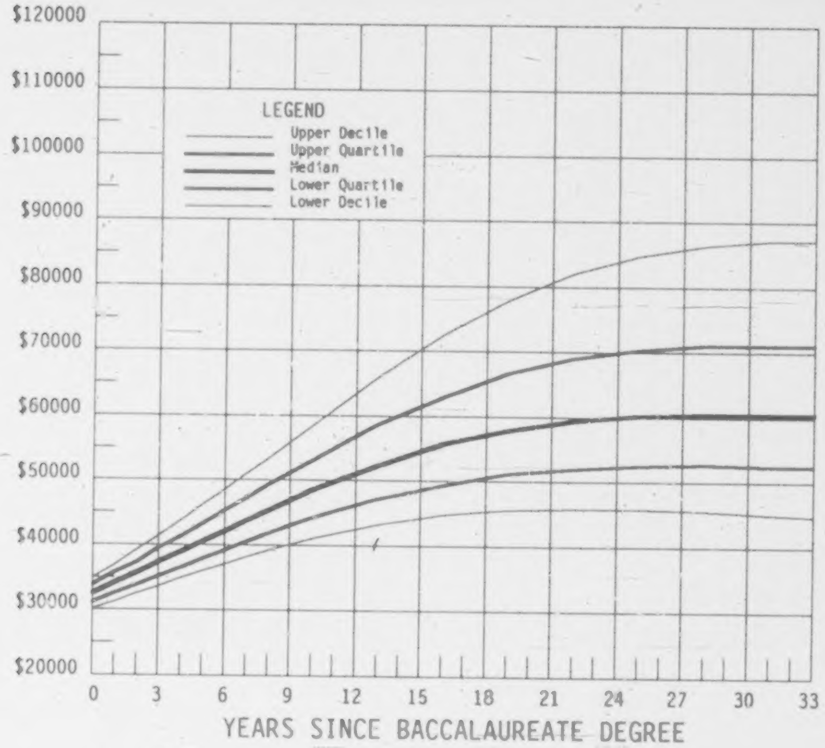
SALARY CURVES FOR ENGINEERS IN BASIC METALS
NON-SUPERVISORS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: BASIC METALS, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	31500	33450	35400	37250	39050	40700	42300	43750	45150	47550	50300	52300	53600	54400	54900	55150	55250	55350	52350
Upper Quartile	30450	32200	33900	35500	37000	38450	39800	41050	42150	44150	46450	48000	49050	49700	50100	50300	50400	50450	46300
Median	28200	29600	31000	32450	33800	35150	36500	37750	38950	41100	43600	45200	45900	45900	45450	44750	43950	42400	40050
Lower Quartile	27050	28550	29950	31250	32400	33400	34300	35100	35800	36950	38100	38800	39200	39450	39550	39600	39650	39650	34900
Lower Decile	26550	27700	28700	29600	30400	31100	31700	32200	32650	33350	34000	34400	34650	34750	34850	34850	34900	34900	31000
Mean	28500	30150	31750	33250	34650	35900	37100	38150	39150	40750	42550	43700	44450	44900	45150	45300	45350	45350	41000
Raw (Unsmoothed) Statistics																			
Upper Decile	31450	33450	35450	36550	40550	40300	45200	41500	45800	46500	51900	52100	51700	55650	64650	61750	53000	55700	52350
Upper Quartile	30650	32600	33000	35000	37750	38300	41500	39750	43050	43500	46500	48600	47400	54100	52900	55100	49150	50750	46300
Median	28000	29850	31100	32000	35400	36550	35350	37300	41200	40600	43250	43100	42500	45750	50200	52150	47000	45800	40050
Lower Quartile	26850	28650	30100	30900	34100	35000	32600	34200	37400	37400	37600	37100	37250	42400	41750	49750	38000	39000	34900
Lower Decile	26150	27700	28550	30250	28850	34050	31200	32850	31600	33100	33850	31550	35800	38700	35650	37800	34650	36150	31000
Mean	28300	30400	31700	32900	35650	36650	37050	37250	40150	40250	43100	42950	42900	47300	49550	51950	44050	45450	41000
Supporting Data																			
Total Number	16	17	18	22	13	22	36	43	34	77	48	33	27	47	25	27	20	32	551
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Less Than $22000	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1

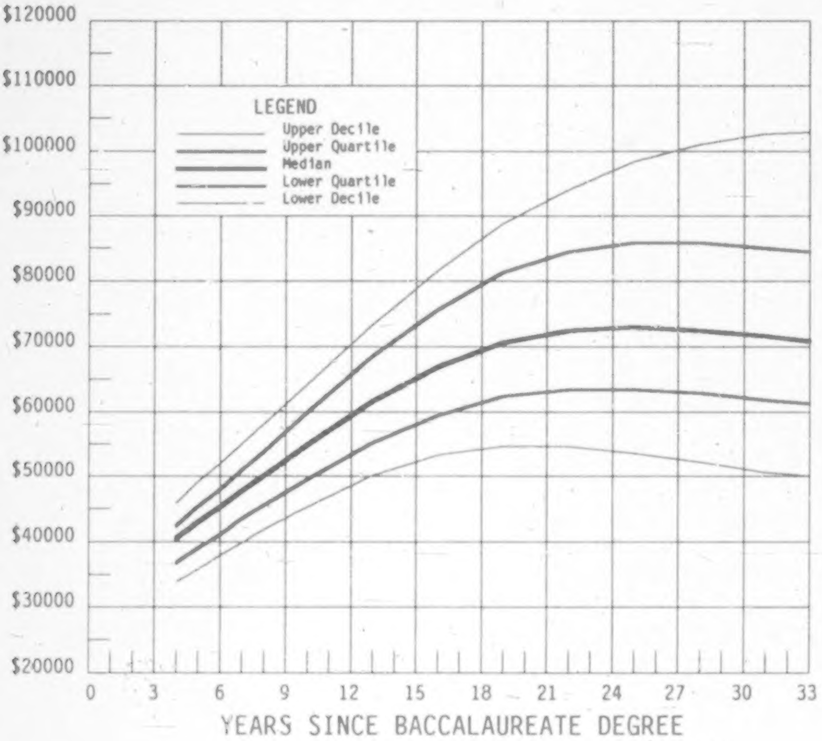
SALARY CURVES FOR ENGINEERS IN CHEMICALS, DRUGS & PLASTICS
ALL ENGINEERS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: CHEMICALS, DRUGS & PLASTICS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	34850	36900	39100	41350	43650	46050	48450	50950	53450	58500	65850	72500	77950	82100	84850	86450	87200	87300	73450
Upper Quartile	33750	35600	37450	39400	41350	43300	45300	47300	49300	53150	58550	63050	66600	69000	70450	71150	71300	70900	61450
Median	32500	34100	35700	37300	38950	40600	42200	43800	45400	48400	52400	55650	58000	59550	60350	60650	60650	60050	50700
Lower Quartile	31200	32550	33950	35300	36650	38000	39300	40600	41800	44150	47150	49450	51100	52100	52550	52700	52600	52050	42550
Lower Decile	30000	31250	32450	33700	34850	36050	37150	38200	39250	41050	43250	44750	45600	45900	45850	45550	45100	44200	36750
Mean	32400	34050	35700	37350	39050	40750	42500	44200	45850	49100	53500	57200	60050	62050	63250	63850	64050	63800	53800
Raw (Unsmoothed) Statistics																			
Upper Decile	35200	37100	39300	40850	44400	46800	48800	51300	53100	56100	65500	72750	75600	86600	85350	101650	88100	83200	73450
Upper Quartile	33700	35700	37550	39550	41300	44150	46050	47600	49100	51150	58300	62650	65800	70950	71650	78600	71150	69650	61450
Median	32550	33950	36250	37500	38050	41050	43050	44550	45250	46600	52150	54550	58400	61650	60850	63300	61850	59500	50700
Lower Quartile	31300	32650	33650	35600	35950	38150	40350	41650	41650	42700	46150	48200	51900	54450	52650	55200	53300	51650	42550
Lower Decile	30450	31400	32200	34350	33850	36350	38050	38600	38500	39650	42700	44000	46500	47750	45750	48450	45950	43500	36750
Mean	32650	34000	35750	37600	38550	41300	43150	44750	45550	47400	53000	56550	60000	64150	63900	70000	64100	62700	53800
Supporting Data																			
Total Number	235	181	208	315	248	302	506	526	450	875	851	702	810	786	712	520	570	897	9666
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	12	24	6	18	60
Less Than $22000	1	2	2	1	1	0	0	0	0	0	1	1	3	11	11	11	15	19	77

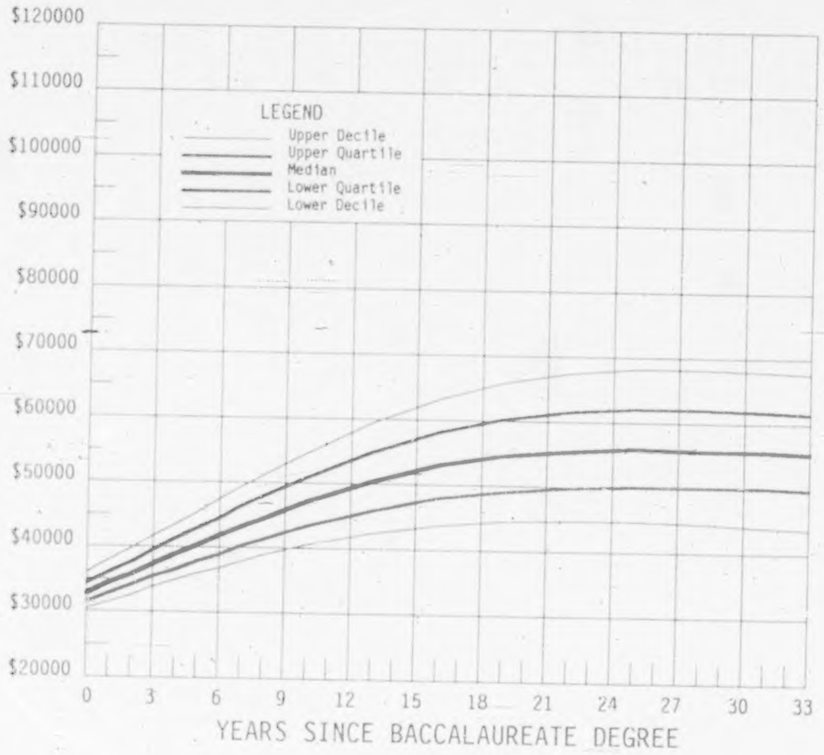
SALARY CURVES FOR ENGINEERS IN CHEMICALS, DRUGS & PLASTICS SUPERVISORS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: CHEMICALS, DRUGS & PLASTICS, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	0	0	0	0	45000	48950	51950	55050	58150	64350	73400	81650	88700	94250	98300	100950	102550	103750	94600
Upper Quartile	0	0	0	0	42500	45250	48100	51000	53950	59900	68450	75800	81250	84600	86000	85950	85150	82450	79700
Median	0	0	0	0	40450	42850	45250	47750	50200	55050	61650	67000	70600	72550	73050	72600	71650	69150	67750
Lower Quartile	0	0	0	0	36850	39000	41150	43350	45500	49700	55300	59600	62300	63550	63600	62900	61850	59400	57000
Lower Decile	0	0	0	0	33750	35750	37800	39800	41750	45450	50100	53200	54600	54650	53700	52250	50750	47800	47150
Mean	0	0	0	0	40100	42500	44950	47450	49950	54900	61800	67550	71650	74050	75000	74900	74150	72000	70050
Raw (Unsmoothed) Statistics																			
Upper Decile	0	0	0	0	46700	49700	52250	54300	55150	66200	73850	79150	88400	95300	95500	127500	100850	99750	94600
Upper Quartile	0	0	0	0	43550	46100	49850	51450	52700	59350	68900	74150	77800	85300	85150	99000	86600	83400	79700
Median	0	0	0	0	41900	43150	47000	48250	48500	53500	62400	67700	68800	71300	72850	80700	70500	72400	67750
Lower Quartile	0	0	0	0	39100	40600	43250	44600	42650	48500	53900	59800	61600	64300	64500	65300	61850	62150	57000
Lower Decile	0	0	0	0	35100	38150	41550	41750	37100	45300	48250	49800	54800	58650	54750	54200	48200	50600	47150
Mean	0	0	0	0	41700	43400	46750	48200	47700	54450	61350	66650	70000	74100	75250	84300	72750	74500	70050
Supporting Data																			
Total Number	1	1	4	14	11	22	38	47	43	120	191	226	269	343	285	228	234	307	2363
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	12	24	6	18	60
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	1	3	11	11	11	15	18	69

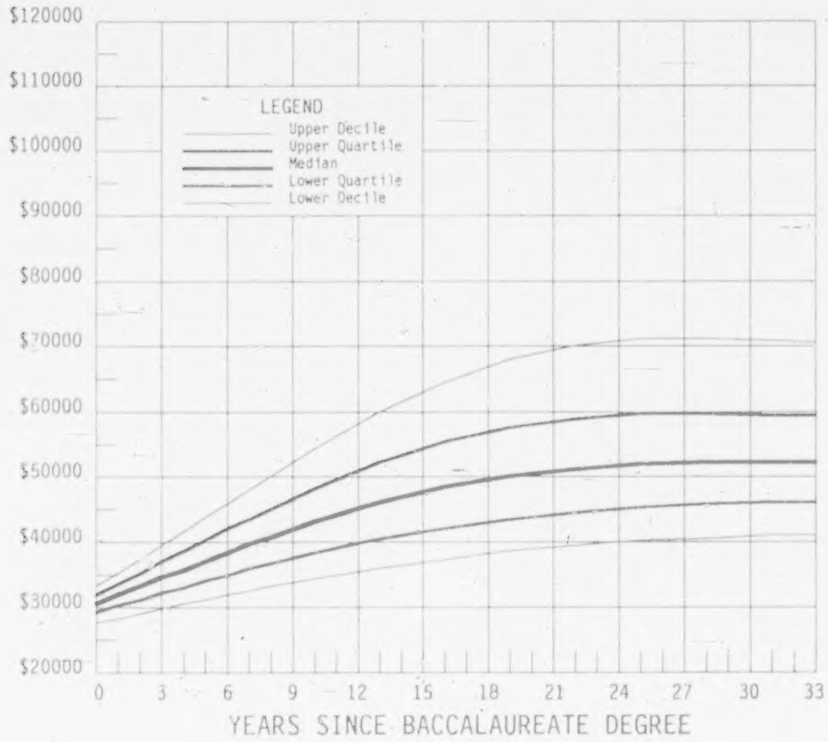
SALARY CURVES FOR ENGINEERS IN CHEMICALS, DRUGS & PLASTICS NON-SUPERVISORS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: CHEMICALS, DRUGS & PLASTICS, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	35900	37750	39650	41550	43500	45450	47400	49300	51200	54750	59500	63250	65900	67500	68200	68300	68050	67000	62150
Upper Quartile	34300	36000	37700	39450	41200	42900	44650	46300	47950	51050	55050	58200	60350	61600	62150	62150	61900	60950	55250
Median	32800	34300	35850	37350	38850	40350	41800	43250	44600	47200	50450	52950	54600	55550	55900	55850	55600	54750	47200
Lower Quartile	31500	32800	34050	35350	36600	37850	39050	40200	41300	43350	45950	47900	49200	49950	50250	50250	50050	49450	41100
Lower Decile	30300	31450	32600	33750	34850	35900	36900	37900	38800	40450	42400	43750	44500	44750	44700	44400	44050	43200	36100
Mean	32900	34450	35950	37500	39000	40500	41950	43400	44800	47400	50750	53300	55050	56050	56450	56450	56200	55400	48500
Raw (Unsmoothed) Statistics																			
Upper Decile	35150	37100	39250	40750	44500	46600	48300	50300	52650	54400	59800	60500	64050	66050	68200	70050	70150	70200	62150
Upper Quartile	33650	35700	37550	39500	41100	43950	45700	46950	48800	49700	55450	55900	60350	61500	62250	63650	63600	62800	55250
Median	32500	33950	36200	37450	37950	40850	42850	44250	45050	45750	50250	51700	54950	56100	55800	58300	57550	55500	47200
Lower Quartile	31300	32700	33600	35550	35950	38000	40100	41450	41600	42250	45400	46300	49150	51600	50450	52900	50650	50200	41100
Lower Decile	30450	31400	32200	34350	33700	36300	37850	38450	38650	39250	42100	42800	45350	45700	44500	47800	45450	43100	36100
Mean	32650	34000	35750	37550	38500	41150	42850	44400	45400	46300	50650	51650	55050	56400	56300	58700	57800	56650	48500
Supporting Data																			
Total Number	234	180	205	301	239	282	468	477	407	756	662	474	545	441	431	293	338	594	7304
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Less Than $22000	1	2	2	1	1	0	0	0	0	0	1	0	0	0	1	1	1	1	8

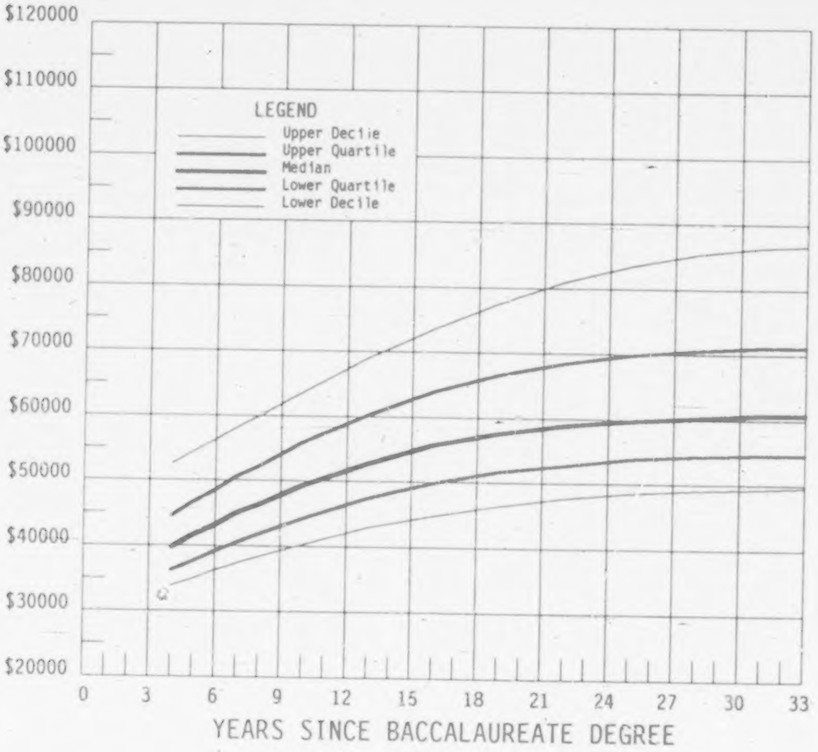
SALARY CURVES FOR ENGINEERS IN ELECTRIC MACHINERY/ELECTRONICS/COMPUTERS
ALL ENGINEERS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: ELECTRIC MACHINERY/ELECTRONICS/COMPUTERS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	33350	35300	37300	39400	41500	43650	45800	47950	50100	54300	60000	64650	68050	70150	71100	71250	70950	69600	62400
Upper Quartile	32050	33650	35300	36950	38650	40300	42000	43600	45200	48250	52300	55450	57700	59050	59700	59800	59550	58700	52700
Median	30650	31950	33250	34550	35850	37150	38400	39650	40850	43100	46100	48450	50150	51300	51950	52250	52250	52000	43650
Lower Quartile	29300	30300	31250	32200	33150	34100	35000	35900	36750	38350	40450	42200	43600	44600	45300	45800	46050	46300	36800
Lower Decile	27650	28400	29150	29900	30600	31300	32000	32650	33300	34500	36050	37400	38550	39450	40150	40650	41000	41400	32400
Mean	30550	31900	33300	34650	36050	37400	38800	40150	41450	43950	47300	50050	52100	53550	54450	54900	55050	54950	46350
Raw (Unsmoothed) Statistics																			
Upper Decile	33750	35300	37250	39600	40950	43650	45800	48050	51200	52950	60600	65200	67750	70500	71750	72850	69400	69150	62400
Upper Quartile	32000	33650	35300	37000	38250	40400	42700	43800	45850	47300	52550	55050	58250	58900	60650	60100	58850	58500	52700
Median	29750	32200	33300	34600	35750	37600	39300	40450	41450	41950	44350	48800	51150	51450	52250	52800	52150	51100	43650
Lower Quartile	28400	30450	31400	32000	33100	34500	36050	36700	37500	37400	39200	42300	44050	44200	45500	46900	46200	45350	36800
Lower Decile	26800	28750	29200	29700	30800	31650	33000	33050	34100	33350	34800	37550	39100	40200	40400	41150	41100	40000	32400
Mean	30300	32050	33300	34550	35950	37750	39350	40600	42100	42800	46350	50150	52600	54000	55050	56250	54350	53850	46350
Supporting Data																			
Total Number	283	410	555	686	624	559	618	604	562	1149	915	1093	1021	1008	866	945	1194	859	13955
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	5	5	12	8	6	37
Less Than $22000	2	2	1	2	1	4	4	2	2	2	3	0	1	0	0	0	1	0	26

SALARY CURVES FOR ENGINEERS IN ELECTRIC MACHINERY/ELECTRONICS/COMPUTERS SUPERVISORS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: ELECTRIC MACHINERY/ELECTRONICS/COMPUTERS, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	0	0	0	0	52450	54350	56250	58150	60000	63700	68950	73650	77700	81000	83500	85250	86400	87400	76500
Upper Quartile	0	0	0	0	44600	46650	48650	50550	52400	55900	60350	63950	66650	68550	69850	70650	71100	71400	66000
Median	0	0	0	0	39750	41550	43300	44950	46500	49350	52900	55600	57600	58950	59850	60400	60750	61000	56450
Lower Quartile	0	0	0	0	36150	37650	39150	40550	41900	44350	47450	49850	51650	52900	53750	54300	54650	55000	49500
Lower Decile	0	0	0	0	33850	35050	36200	37300	38350	40300	42850	44900	46500	47700	48550	49100	49450	49750	42950
Mean	0	0	0	0	41350	43050	44700	46300	47850	50800	54700	58000	60650	62700	64150	65150	65750	66300	59600
Raw (Unsmoothed) Statistics																			
Upper Decile	0	0	0	0	52100	63600	51350	57600	58850	64500	68450	74300	75100	84250	85250	88750	84650	82350	76500
Upper Quartile	0	0	0	0	45900	47750	47200	51250	52400	54100	61550	64750	66150	69350	71150	71500	69850	69200	66000
Median	0	0	0	0	40500	40900	42700	45050	47800	48350	53900	55050	57700	58900	61550	60750	60050	59800	56450
Lower Quartile	0	0	0	0	34100	38700	39250	41250	43100	43900	47050	49450	51750	53050	54600	54350	55150	53500	49500
Lower Decile	0	0	0	0	32100	36050	36100	38600	39200	39550	42350	44500	47500	47050	49300	49600	50450	47250	42950
Mean	0	0	0	0	40900	45050	43200	46650	48850	49950	54800	57850	60350	63500	65350	66500	64850	64100	59600
Supporting Data																			
Total Number	4	3	13	21	33	41	62	90	110	237	237	395	409	382	327	390	397	276	3426
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	5	5	12	8	6	37
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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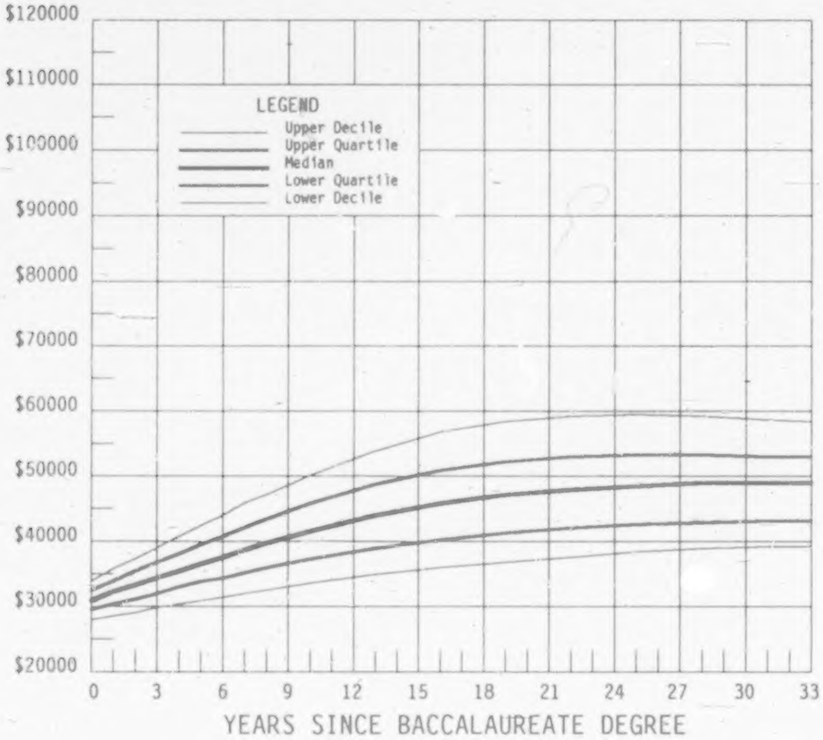
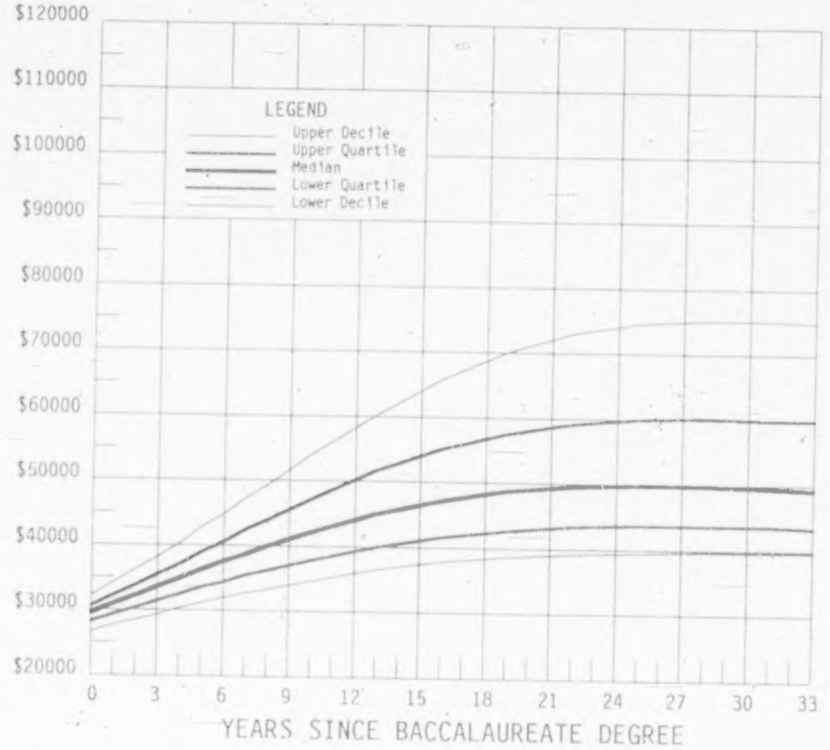
SALARY CURVES FOR ENGINEERS IN ELECTRIC MACHINERY/ELECTRONICS/COMPUTERS NON-SUPERVISORS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: ELECTRIC MACHINERY/ELECTRONICS/COMPUTERS, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	33950	35650	37350	39050	40750	42450	44100	45750	47300	50250	53950	56700	58450	59300	59450	59150	58650	57350	53750
Upper Quartile	32550	33950	35350	36750	38150	39550	40900	42200	43450	45750	48700	50900	52350	53150	53450	53400	53150	52400	48100
Median	31050	32200	33300	34450	35550	36600	37700	38700	39700	41500	43900	45750	47150	48100	48650	48950	49000	48900	40850
Lower Quartile	29550	30450	31300	32100	32950	33750	34500	35250	35950	37300	39000	40400	41400	42150	42650	42950	43100	43200	35150
Lower Decile	28000	28600	29200	29800	30400	30950	31500	32050	32550	33500	34850	35950	36900	37700	38300	38800	39150	39650	31550
Mean	30950	32100	33300	34450	35600	36700	37800	38850	39850	41750	44200	46050	47450	48300	48800	49000	49000	48750	42000
Raw (Unsmoothed) Statistics																			
Upper Decile	33600	35250	37100	39150	40600	43000	44900	46200	47950	50000	54700	55400	58100	58800	59200	58100	58400	59100	53750
Upper Quartile	31900	33650	35250	36850	37950	40150	42300	43100	43600	44900	48100	50800	52350	52650	53150	53450	53200	52950	48100
Median	29700	32200	33250	34500	35700	37350	38900	39800	40300	40650	42250	45450	47350	47750	48700	49850	49300	48550	40850
Lower Quartile	28400	30400	31350	32000	33050	34300	35850	36050	36700	36300	37850	40300	41550	42200	42600	43200	43250	43150	35150
Lower Decile	26750	28750	29150	29600	30700	31400	32850	32650	33200	32650	33750	35700	36250	38600	38700	38900	39600	38950	31550
Mean	30100	32050	33200	34400	35700	37150	38950	39550	40350	41000	43400	45800	47400	48150	48800	49050	49100	48950	42000
Supporting Data																			
Total Number	278	408	542	665	589	518	556	516	449	914	679	700	614	626	540	555	798	581	10530
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Less Than $22000	2	2	1	2	1	4	4	2	2	2	3	0	1	0	0	0	1	0	26

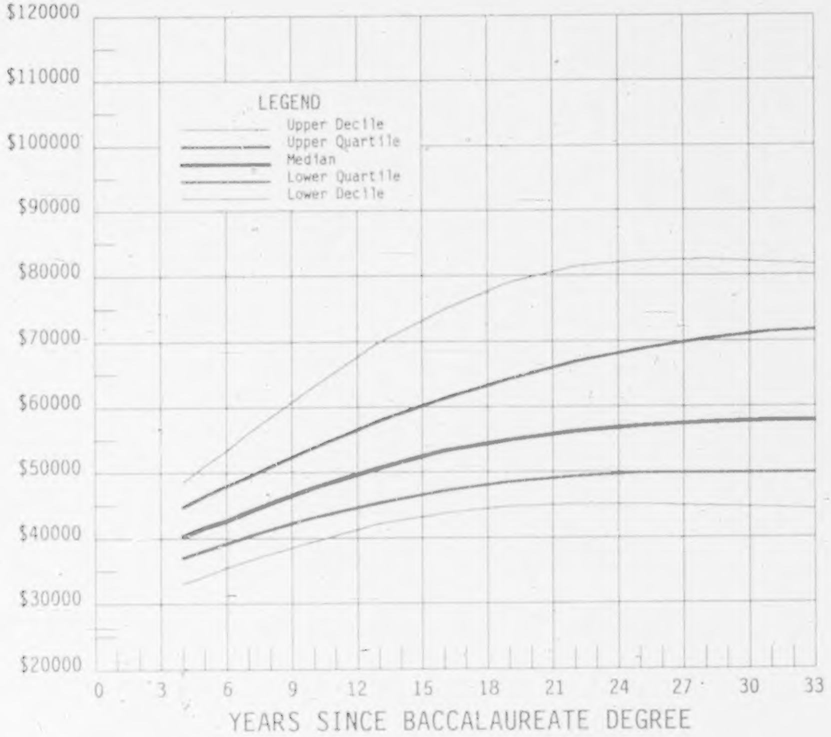
SALARY CURVES FOR ENGINEERS IN ELECTRICAL MACHINERY
ALL ENGINEERS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: ELECTRICAL MACHINERY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	32150	34100	36150	38250	40400	42650	44900	47150	49450	54000	60400	65900	70150	73000	74600	75200	75150	74150	59500
Upper Quartile	30550	32150	33850	35500	37200	38950	40650	42350	44050	47300	51650	55150	57700	59300	60050	60300	60100	59300	48750
Median	29500	30850	32150	33500	34850	36200	37500	38750	39950	42250	45150	47300	48800	49600	49900	49900	49650	48900	41100
Lower Quartile	28400	29450	30500	31550	32550	33550	34500	35450	36300	37950	40000	41600	42650	43350	43650	43750	43650	43350	34850
Lower Decile	26800	27700	28600	29450	30300	31100	31900	32700	33400	34750	36450	37750	38700	39300	39600	39750	39750	39600	31000
Mean	29500	30900	32350	33800	35300	36750	38200	39650	41050	43700	47200	50000	51950	53200	53850	54000	53900	53300	43650
Raw (Unsmoothed) Statistics																			
Upper Decile	33950	34150	35400	37250	40900	43300	43700	46900	48150	53150	64400	65850	73200	70700	80250	67700	80350	72300	59500
Upper Quartile	31100	31900	33500	34950	36200	40200	40800	43500	44200	46950	53950	52950	60200	54900	59000	59800	62650	59850	48750
Median	29450	30800	31900	33000	34350	37600	37300	40300	40600	41800	45200	46100	50000	47400	51500	50700	48900	48950	41100
Lower Quartile	28400	29500	30200	31300	32200	34200	34900	36650	37050	37050	39650	41850	43900	42200	43800	44050	43450	43050	34850
Lower Decile	27150	28200	26300	30100	30500	31450	32400	34250	34800	33900	35500	37350	39900	39150	40350	39750	39200	39400	31000
Mean	30250	30900	31600	33250	35150	37550	38050	40850	41050	43100	48000	49100	53700	51950	55100	52400	54450	53150	43650
Supporting Data																			
Total Number	61	68	87	104	92	88	105	104	89	225	163	137	98	103	69	85	68	97	1844
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	1	3
Less Than $22000	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1

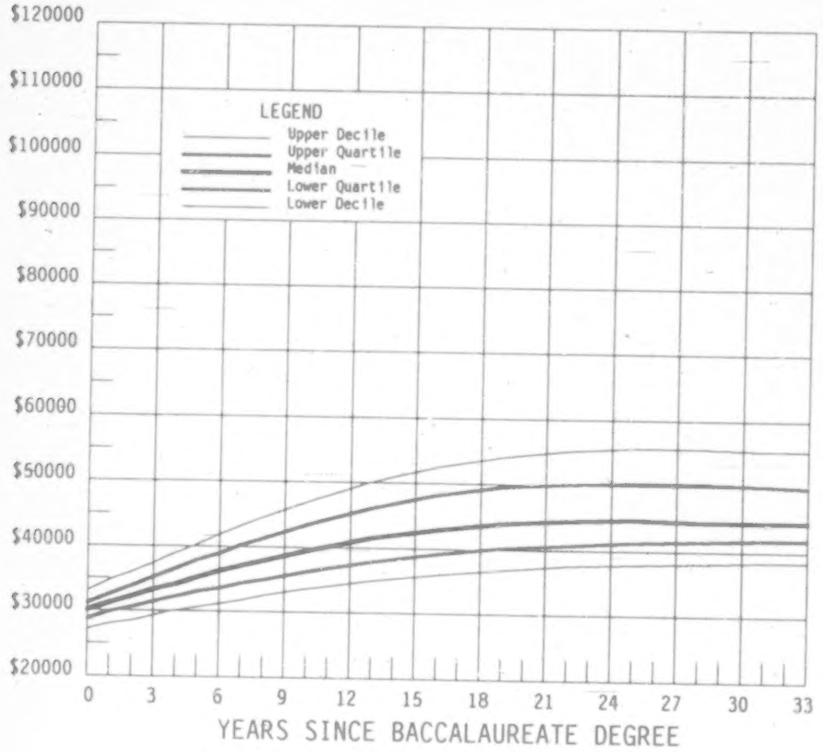
SALARY CURVES FOR ENGINEERS IN ELECTRICAL MACHINERY SUPERVISORS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: ELECTRICAL MACHINERY, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	0	0	0	0	48450	50950	53450	55950	58400	63200	69750	75050	78850	81200	82250	82400	82000	80400	74300
Upper Quartile	0	0	0	0	44900	46400	47900	49400	50900	53750	57800	61350	64400	66900	68850	70300	71350	72650	61400
Median	0	0	0	0	40150	41500	42800	44050	45300	47650	50700	53200	55050	56350	57150	57550	57750	57700	51400
Lower Quartile	0	0	0	0	36950	38100	39150	40200	41200	43100	45450	47250	48550	49350	49800	49950	49950	49650	45100
Lower Decile	0	0	0	0	32950	34200	35350	36500	37600	39550	42000	43700	44750	45200	45200	44900	44500	43550	40450
Mean	0	0	0	0	40750	42300	43850	45400	46900	49750	53500	56600	58850	60350	61250	61600	61700	61350	54650
Raw (Unsmoothed) Statistics																			
Upper Decile	0	0	0	0	55700	52400	53300	52300	52250	65050	69600	76800	76950	85350	88000	72400	85500	77000	74300
Upper Quartile	0	0	0	0	50750	47000	46250	46600	49150	53200	62350	58500	65000	68000	67350	66450	76350	69200	61400
Median	0	0	0	0	40500	40250	41000	43500	46700	48100	52350	52150	55100	54500	54500	60350	58000	56000	51400
Lower Quartile	0	0	0	0	35750	38000	37000	41250	43100	43500	45600	45750	49400	48000	50500	51050	48900	48050	45100
Lower Decile	0	0	0	0	34100	34400	29800	38500	41250	39700	42450	42200	44650	44950	44400	46900	45750	41000	40450
Mean	0	0	0	0	42850	42600	41450	45000	46300	50050	54950	55250	59350	60500	60800	59800	62400	59500	54650
Supporting Data																			
Total Number	1	1	4	4	11	12	18	27	25	82	74	62	63	48	44	39	39	50	606
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	1	3
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

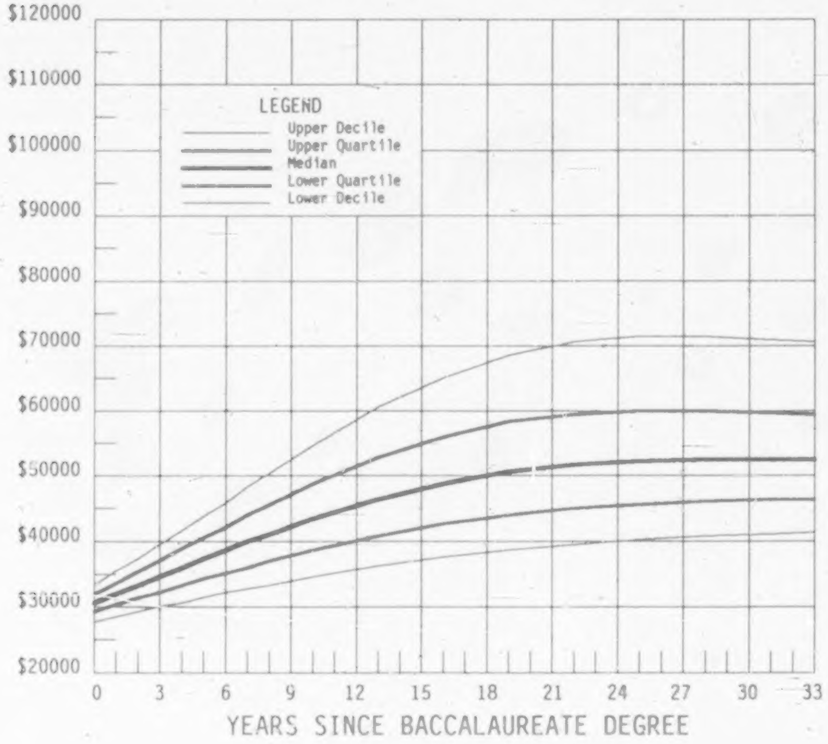
SALARY CURVES FOR ENGINEERS IN ELECTRICAL MACHINERY NON-SUPERVISORS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: ELECTRICAL MACHINERY, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	33100	34550	36000	37450	38900	40350	41750	43100	44400	46850	50000	52450	54150	55150	55600	55650	55500	54900	47500
Upper Quartile	31150	32500	33800	35150	36450	37750	39000	40200	41400	43550	46250	48250	49550	50250	50450	50400	50100	49350	42350
Median	30050	31100	32200	33250	34250	35250	36200	37150	38000	39600	41550	43000	43950	44500	44700	44650	44550	44050	37300
Lower Quartile	28900	29750	30600	31400	32150	32950	33650	34400	35050	36300	37950	39200	40200	40850	41300	41600	41750	41800	33000
Lower Decile	27200	27900	28600	29300	30000	30650	31250	31850	32450	33500	34900	36000	36900	37500	37900	38200	38350	38500	30150
Mean	30000	31150	32250	33350	34400	35450	36450	37450	38400	40100	42350	44000	45200	45900	46300	46400	46350	46050	38300
Raw (Unsmoothed) Statistics																			
Upper Decile	33500	34150	35150	37350	37800	42250	42600	44800	43700	46200	52500	51550	51200	53400	54500	53750	51650	57000	47500
Upper Quartile	31000	31900	33400	35050	35700	39750	39850	42200	41500	42800	46700	47700	47000	48100	49800	51100	46250	50450	42350
Median	29400	30800	31850	33100	34100	37050	36850	38800	38750	38850	40600	43050	43350	42800	43250	44750	43050	44200	37300
Lower Quartile	28400	29500	30150	31450	32100	33750	34700	35700	36100	35350	37300	39250	39800	39950	39950	41100	41050	41500	33000
Lower Decile	27150	28200	26150	30100	30450	31300	32600	33550	34400	32100	33450	36300	36400	38150	37500	37750	35250	38750	30150
Mean	29900	30900	31350	33350	34150	36800	37250	39350	38900	39100	42250	44000	43750	44900	45300	46150	43750	46350	38300
Supporting Data																			
Total Number	60	68	84	100	80	75	85	77	63	144	90	74	36	56	25	45	29	45	1239
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Less Than $22000	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1

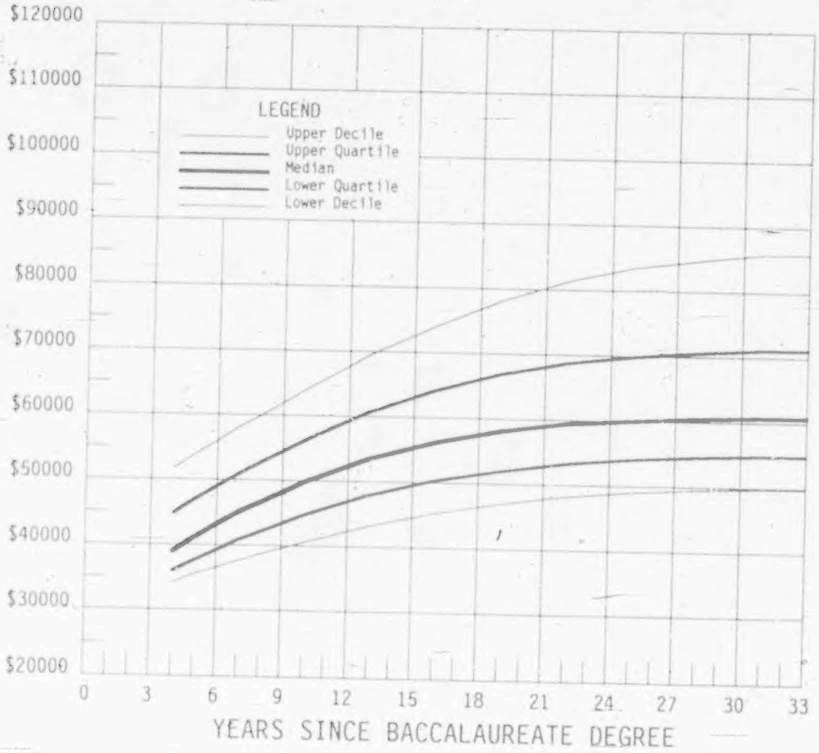
SALARY CURVES FOR ENGINEERS IN ELECTRONIC EQUIPMENT
ALL ENGINEERS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: ELECTRONIC EQUIPMENT

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	33350	35350	37350	39500	41650	43800	46000	48250	50450	54700	60500	65200	68600	70550	71400	71400	70950	69400	62650
Upper Quartile	32000	33650	35350	37050	38800	40500	42200	43900	45550	48700	52850	56050	58300	59600	60100	60100	59800	58750	52900
Median	30700	32000	33350	34700	36050	37350	38650	39900	41150	43450	46450	48850	50550	51650	52300	52500	52500	52150	43750
Lower Quartile	29400	30400	31400	32400	33350	34300	35200	36100	37000	38650	40800	42600	43950	45000	45700	46150	46400	46600	36850
Lower Decile	27850	28650	29400	30100	30800	31500	32200	32850	33450	34650	36200	37550	38650	39550	40250	40750	41100	41500	32450
Mean	30600	32000	33400	34800	36200	37600	39000	40350	41700	44250	47650	50400	52450	53850	54700	55100	55200	54950	46450
Raw (Unsmoothed) Statistics																			
Upper Decile	33800	35350	37300	39600	40850	43900	45950	48550	51550	53700	61200	65200	68250	71150	71700	73250	69350	69050	62650
Upper Quartile	32050	33700	35350	37100	38200	40550	42800	44000	46250	48000	53200	55300	59150	59400	60950	60400	58900	58750	52900
Median	29800	32300	33350	34750	35900	37800	39500	40700	41700	42300	44950	49000	51500	51950	52350	53200	52200	51450	43750
Lower Quartile	28450	30600	31450	32100	33300	34850	36250	36950	37800	37850	39350	42450	44400	44900	45600	47400	46450	45700	36850
Lower Decile	26800	29050	29550	29750	30900	32200	33150	33150	34450	33450	34800	37700	39250	40400	40500	41350	41100	40100	32450
Mean	30300	32200	33400	34650	35950	38100	39500	40850	42400	43300	46700	50300	52950	54400	55100	56600	54450	53900	46450
Supporting Data																			
Total Number	256	378	525	643	569	536	582	570	527	1067	827	1002	927	897	788	846	1063	784	12791
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	3	4	11	8	4	31
Less Than $22000	2	1	1	2	1	3	4	2	2	2	3	0	1	0	0	0	1	0	25

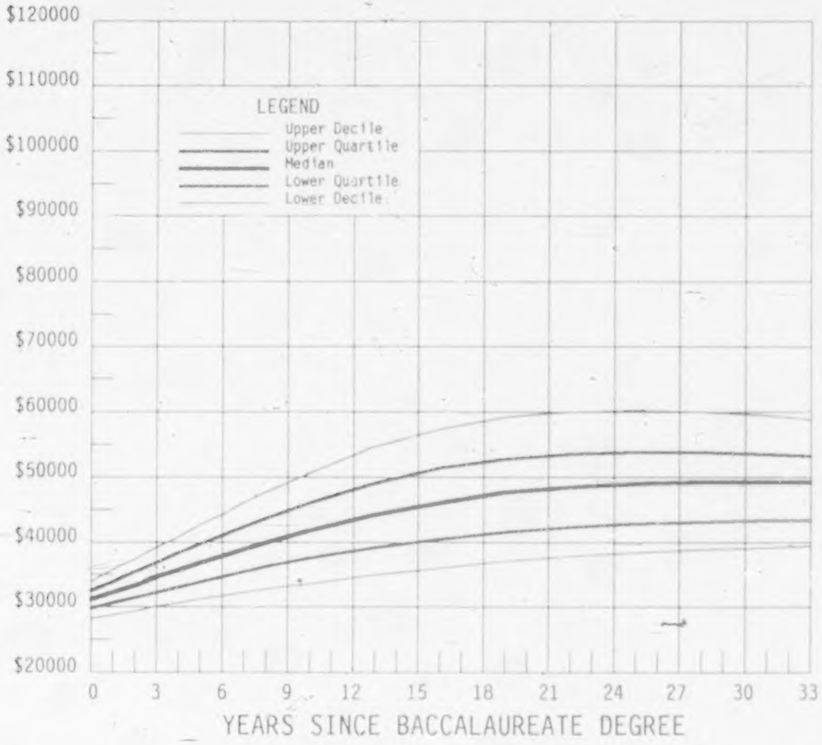
SALARY CURVES FOR ENGINEERS IN ELECTRONIC EQUIPMENT SUPERVISORS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: ELECTRONIC EQUIPMENT, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	0	0	0	0	51800	53900	56000	58050	60100	64000	69500	74200	78150	81200	83400	84900	85800	86550	76600
Upper Quartile	0	0	0	0	44800	46900	48950	50900	52800	56300	60750	64300	66950	68800	70000	70750	71200	71450	66250
Median	0	0	0	0	39050	41100	43100	45000	46750	49900	53650	56350	58150	59350	60050	60500	60750	60950	56800
Lower Quartile	0	0	0	0	36050	37700	39250	40750	42200	44800	48000	50400	52100	53300	54100	54600	54900	55150	50050
Lower Decile	0	0	0	0	34200	35400	36500	37600	38650	40600	43200	45300	46900	48150	49000	49550	49900	50150	43350
Mean	0	0	0	0	41350	43100	44850	46500	48150	51200	55200	58450	61050	62950	64300	65250	65800	66300	59850
Raw (Unsmoothed) Statistics																			
Upper Decile	0	0	0	0	49100	65300	51300	58000	58300	65100	69300	74450	75250	84700	85250	89150	84200	81150	76600
Upper Quartile	0	0	0	0	45500	48750	47650	51550	52450	54700	62000	64650	66650	70150	71250	71900	69800	69150	66250
Median	0	0	0	0	38000	40900	43250	45400	48100	49100	54600	55200	58300	59300	61750	60850	60350	60200	56800
Lower Quartile	0	0	0	0	33800	38550	39550	41550	43250	43950	48400	49700	52150	53550	54900	54700	55350	54100	50050
Lower Decile	0	0	0	0	32250	36350	36850	38950	39350	39400	43150	44850	47900	48250	49000	49900	50900	48000	43350
Mean	0	0	0	0	39850	45650	43600	47000	48950	50400	55550	58000	60600	63900	65350	66800	65200	64150	59850
Supporting Data																			
Total Number	3	3	12	15	26	37	53	85	110	223	208	361	371	339	287	347	344	243	3066
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	3	4	11	8	4	31
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

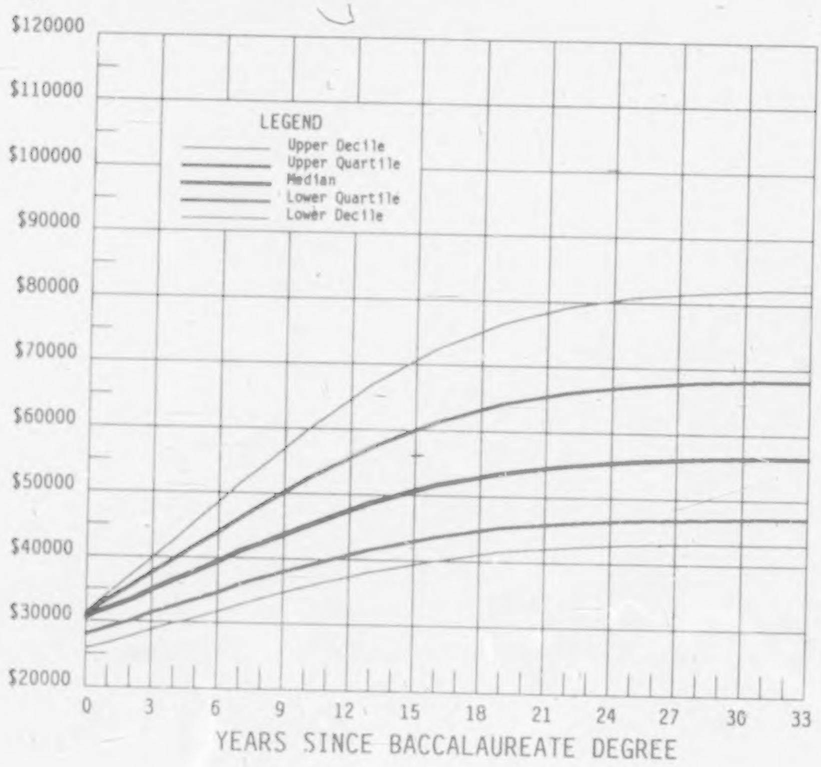
SALARY CURVES FOR ENGINEERS IN ELECTRONIC EQUIPMENT NON-SUPERVISORS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: ELECTRONIC EQUIPMENT, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	33950	35650	37400	39150	40900	42650	44350	46050	47650	50700	54550	57400	59200	60050	60200	59900	59350	58000	54150
Upper Quartile	32550	34000	35400	36850	38300	39700	41050	42400	43700	46100	49100	51350	52850	53700	53950	53900	53650	52850	48350
Median	31150	32300	33450	34600	35700	36850	37900	38950	39950	41850	44300	46200	47600	48550	49050	49300	49400	49200	40950
Lower Quartile	29750	30600	31450	32300	33150	33950	34700	35450	36200	37500	39250	40650	41700	42450	42950	43250	43400	43500	35250
Lower Decile	28250	28850	29450	30000	30600	31150	31650	32200	32700	33650	34950	36050	37000	37750	38350	38850	39200	39750	31650
Mean	31050	32250	33450	34600	35750	36900	38000	39100	40100	42050	44500	46450	47800	48700	49200	49400	49400	49150	42200
Raw (Unsmoothed) Statistics																			
Upper Decile	33700	35350	37150	39300	40600	43200	45050	46400	48100	50650	55250	55700	59400	59550	60300	58750	58650	59000	54150
Upper Quartile	32000	33700	35250	36950	38000	40250	42400	43250	43750	45550	48700	51050	52600	53200	53500	54000	53450	53400	48350
Median	29750	32300	33300	34700	35850	37550	39150	40000	40550	41100	42650	45750	47800	48250	49050	50200	49500	48850	40950
Lower Quartile	28450	30600	31450	32100	33300	34650	36050	36300	37050	36650	38000	40350	41650	42450	42800	43700	43350	43500	35250
Lower Decile	26800	29050	29450	29650	30850	32100	33050	32700	33500	32750	33800	35450	36450	38550	38850	39150	39600	38900	31650
Mean	30200	32250	33300	34500	35800	37500	39100	39750	40600	41400	43750	45950	47850	48650	49150	49550	49250	49300	42200
Supporting Data																			
Total Number	253	377	512	627	543	497	529	486	415	845	620	641	555	561	504	498	718	539	9725
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Less Than $22000	2	1	1	2	1	3	4	2	2	2	3	0	1	0	0	0	1	0	25

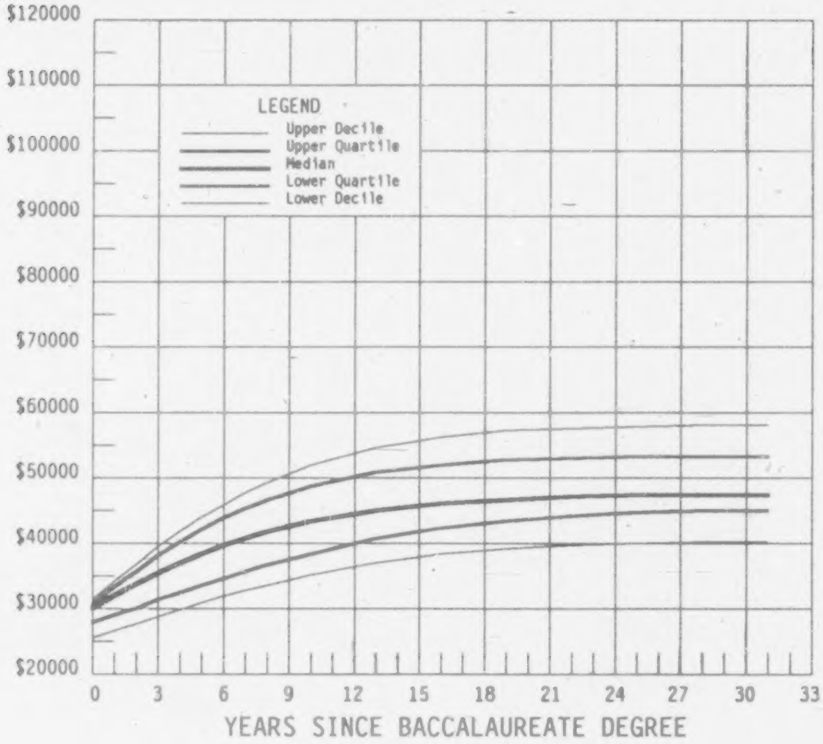
SALARY CURVES FOR ENGINEERS IN COMPUTERS
ALL ENGINEERS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: COMPUTERS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	31500	34150	36950	39800	42700	45600	48500	51400	54250	59700	66850	72500	76550	79250	80800	81650	82050	82200	67700
Upper Quartile	31150	33250	35350	37500	39650	41850	44000	46100	48200	52150	57300	61400	64300	66200	67300	67900	68200	68300	54150
Median	30550	32000	33450	34950	36450	37950	39500	40950	42450	45200	48850	51700	53700	55050	55850	56250	56450	56550	43750
Lower Quartile	28100	29150	30250	31400	32550	33650	34800	35950	37000	39050	41700	43750	45250	46200	46750	47050	47150	47250	37000
Lower Decile	25800	26750	27700	28700	29750	30800	31850	32850	33850	35750	38200	40100	41500	42350	42900	43200	43300	43350	31150
Mean	29600	31250	32950	34650	36400	38150	39850	41550	43200	46350	50450	53600	55900	57400	58300	58750	58950	59050	47450
Raw (Unsmoothed) Statistics																			
Upper Decile	31850	33500	0	42200	43250	0	46050	46150	51850	72100	64400	70100	65050	69900	82800	74700	92650	113250	67700
Upper Quartile	31350	32750	0	35850	41850	0	44600	44300	50100	52400	53850	66550	58050	63600	73250	72750	71250	71300	54150
Median	30600	31200	0	34500	39600	0	36650	41200	43900	43650	48950	50000	52150	50500	54900	61100	56650	66600	43750
Lower Quartile	29200	28000	0	32250	33950	0	27850	38100	41450	38750	42550	40400	48250	40700	40500	46650	48750	58450	37000
Lower Decile	27150	25150	0	29200	32200	0	26750	34900	33950	36400	38350	38550	41700	38650	38800	38950	47100	54050	31150
Mean	30150	30250	0	34950	38400	0	36950	40900	43950	48050	49050	52500	52600	51950	57400	58650	62550	72250	47450
Supporting Data																			
Total Number	13	23	3	13	27	6	15	19	22	40	37	20	30	21	18	13	19	19	359
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

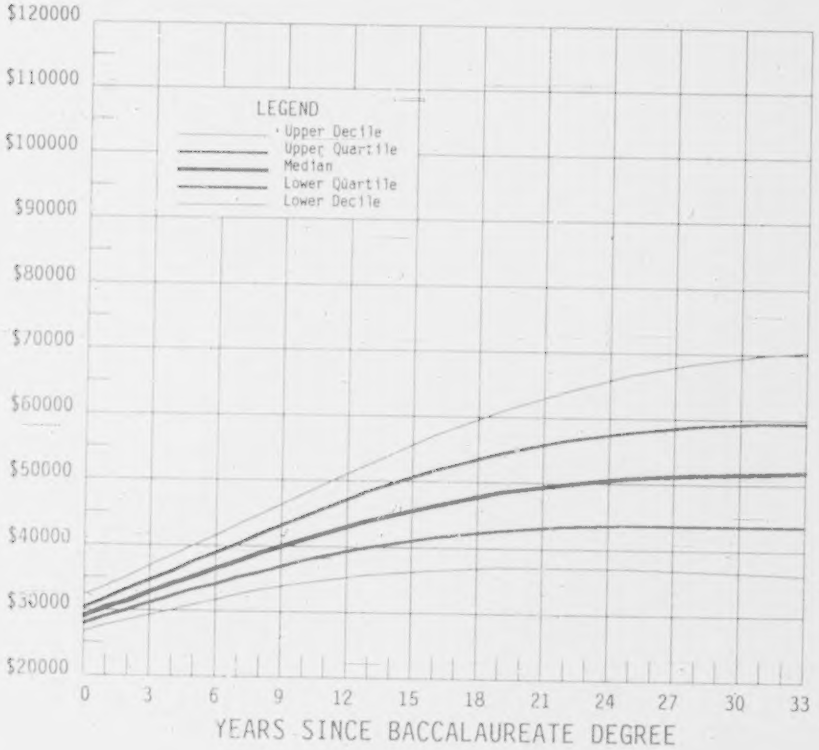
SALARY CURVES FOR ENGINEERS IN COMPUTERS
NON-SUPERVISORS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: COMPUTERS, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	31400	34150	36800	39350	41750	43950	45950	47750	49350	51950	54650	56250	57200	57700	58000	58150	58200	0	52800
Upper Quartile	30650	33300	35800	38100	40250	42200	43900	45400	46700	48800	50850	52050	52700	53050	53250	53300	53350	0	47300
Median	30050	31950	33750	35450	36950	38400	39650	40750	41750	43400	45100	46200	46800	47200	47400	47500	47550	0	40900
Lower Quartile	28000	29100	30250	31400	32500	33600	34650	35700	36700	38500	40750	42450	43600	44350	44800	45000	45100	0	34300
Lower Decile	25550	26700	27800	28900	29950	30950	31900	32800	33650	35150	37000	38300	39200	39800	40100	40300	40350	0	30350
Mean	29300	31200	33050	34750	36350	37850	39200	40450	41550	43450	45500	46850	47700	48200	48450	48600	48650	0	41300
Raw (Unsmoothed) Statistics																			
Upper Decile	31850	33500	0	38250	43250	0	46100	45800	51900	51750	52750	53900	58550	54800	0	0	64350	0	52800
Upper Quartile	31350	32750	0	35300	41750	0	44750	44000	50250	47050	50200	49600	55500	50700	0	0	54850	0	47300
Median	30600	31200	0	34150	39500	0	36000	41000	43650	41500	47050	42300	51400	41950	0	0	49150	0	40900
Lower Quartile	29200	28000	0	31800	33900	0	27700	38050	41350	37600	41400	39200	46300	39500	0	0	47600	0	34300
Lower Decile	27150	25150	0	28900	32150	0	26700	34800	33750	36050	37300	38050	37850	38100	0	0	43750	0	30350
Mean	30150	30250	0	33750	38300	0	36500	40650	43900	42100	45600	44300	50150	44650	0	0	51600	0	41300
Supporting Data																			
Total Number	13	23	3	11	27	6	14	18	21	30	26	12	22	13	9	5	11	7	272
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

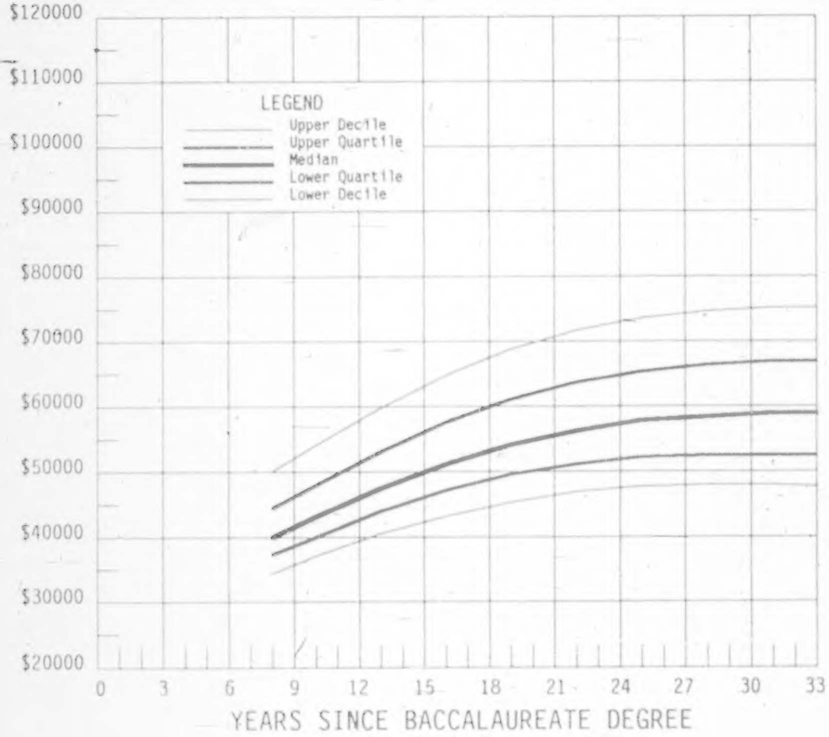
SALARY CURVES FOR ENGINEERS IN FABRICATED METAL PRODUCTS
ALL ENGINEERS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: FABRICATED METAL PRODUCTS

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smootn Curve Data																			
Upper Decile	32250	33700	35200	36750	38350	39900	41550	43150	44750	48000	52650	57000	60800	64000	66550	68500	69950	71750	57250
Upper Quartile	30400	31800	33200	34650	36100	37500	38950	40400	41800	44550	48400	51700	54400	56450	57900	58850	59400	59850	48300
Median	29200	30400	31600	32850	34050	35250	36450	37650	38800	41000	44000	46500	48450	49900	50900	51500	51850	52050	40100
Lower Quartile	27900	29000	30050	31150	32150	33200	34200	35150	36050	37750	39950	41600	42750	43400	43750	43850	43800	43450	34400
Lower Decile	26750	27700	28550	29450	30250	31050	31800	32500	33200	34350	35650	36550	36950	37100	36950	36700	36400	35700	30600
Mean	29550	30750	31950	33150	34350	35550	36750	37900	39050	41300	44350	47000	49150	50800	52000	52850	53400	53950	42650
Raw (Unsmoothed) Statistics																			
Upper Decile	32100	33300	35600	37800	37500	39650	41200	43500	44750	47550	54600	53200	64400	63050	66100	69400	67050	72700	57250
Upper Quartile	29800	31500	33600	35750	35500	37400	39200	40550	42000	44300	48850	49350	57550	55250	57750	58850	56000	61500	48300
Median	29050	29950	31650	33900	33450	34950	36550	38500	39050	40600	44550	44750	49750	50000	48950	53350	50000	52850	40100
Lower Quartile	28250	28400	29800	31800	31600	32950	34450	36150	36750	37850	39400	39550	44700	44600	42100	45050	41000	44400	34400
Lower Decile	26950	26250	28550	30400	30400	31300	32600	33150	34100	34350	34250	36150	37900	37200	34900	37550	36750	36100	30600
Mean	29600	29950	32100	34400	33600	35100	36850	38500	39250	41350	44600	45100	51400	50250	50000	53650	51250	55400	42650
Supporting Data																			
Total Number	49	69	80	70	57	59	66	86	73	155	137	117	115	82	69	63	52	101	1500
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

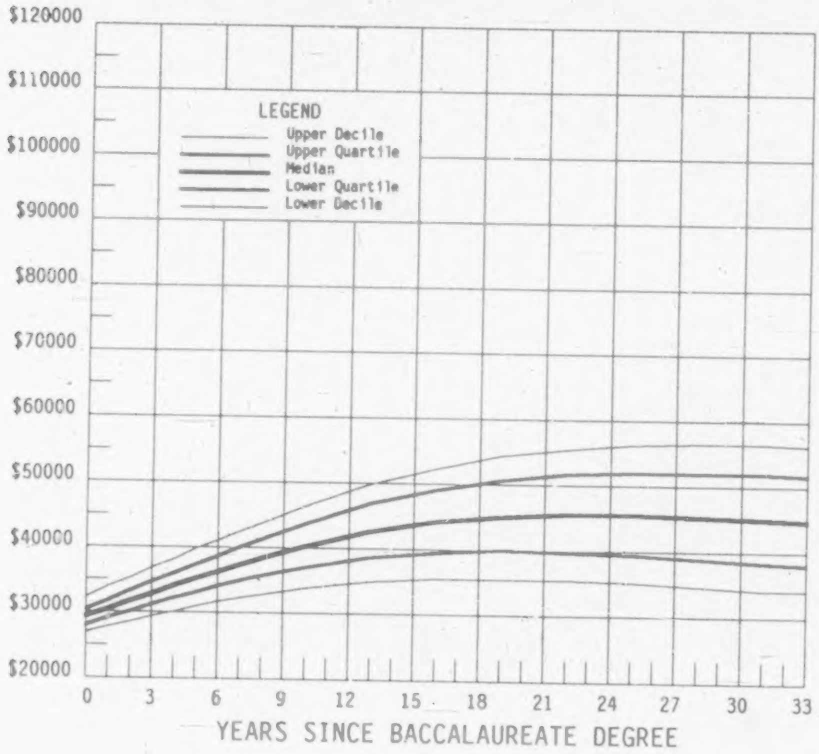
SALARY CURVES FOR ENGINEERS IN FABRICATED METAL PRODUCTS
SUPERVISORS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: FABRICATED METAL PRODUCTS, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	0	0	0	0	0	0	0	0	50050	54100	59800	64750	68750	71650	73550	74650	75150	75150	70200
Upper Quartile	0	0	0	0	0	0	0	0	44400	48000	53100	57550	61100	63750	65450	66450	65900	66950	61950
Median	0	0	0	0	0	0	0	0	39950	43100	47400	51150	54150	56300	57750	58500	58900	58850	53450
Lower Quartile	0	0	0	0	0	0	0	0	37250	40100	44000	47250	49700	51300	52200	52550	52550	52000	46800
Lower Decile	0	0	0	0	0	0	0	0	34500	37000	40450	43300	45450	46850	47650	47950	47950	47500	41650
Mean	0	0	0	0	0	0	0	0	41650	44650	48900	52650	55850	58300	60150	61450	62250	63050	55650
Raw (Unsmoothed) Statistics																			
Upper Decile	0	0	0	0	0	0	0	0	44900	60400	61600	61200	71050	70250	70400	78200	67850	77800	70200
Upper Quartile	0	0	0	0	0	0	0	0	42500	50250	54250	53500	64200	62350	65000	67000	65200	67500	61950
Median	0	0	0	0	0	0	0	0	39000	43750	47500	50350	57450	53500	58000	56650	56000	60650	53450
Lower Quartile	0	0	0	0	0	0	0	0	36350	41400	44400	45500	50750	49550	54000	54000	50500	52050	46800
Lower Decile	0	0	0	0	0	0	0	0	33400	37250	42200	42700	43700	46500	47800	51350	47200	47050	41650
Mean	0	0	0	0	0	0	0	0	39200	47050	49750	51050	57800	56800	58450	62050	58900	64700	55650
Supporting Data																			
Total Number	0	0	0	0	1	2	2	5	14	19	42	34	47	33	28	29	22	51	329
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

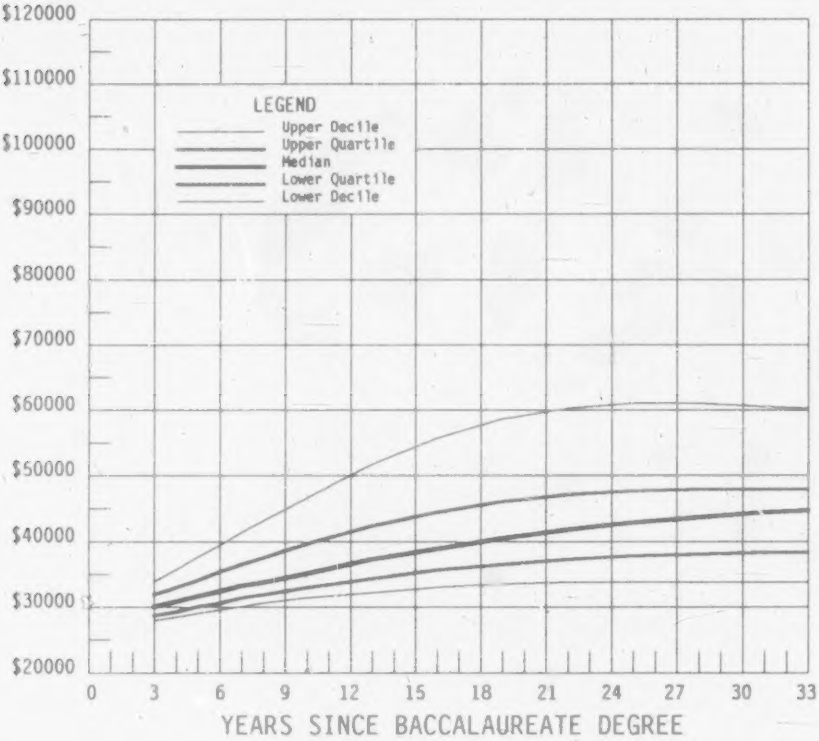
SALARY CURVES FOR ENGINEERS IN FABRICATED METAL PRODUCTS NON-SUPERVISORS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: FABRICATED METAL PRODUCTS, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	32400	33850	35300	36750	38200	39650	41050	42450	43800	46400	49750	52400	54350	55550	56250	56500	56500	56050	49450
Upper Quartile	30450	31850	33250	34650	36050	37400	38750	40100	41350	43750	46850	49150	50750	51700	52050	52100	51900	51150	44000
Median	29250	30450	31650	32850	34050	35200	36300	37400	38400	40250	42550	44150	45150	45600	45650	45450	45100	44300	37800
Lower Quartile	27950	29050	30100	31150	32200	33150	34050	34900	35700	37100	38650	39550	39900	39850	39500	39000	38450	37400	33150
Lower Decile	26900	27750	28600	29450	30200	30950	31650	32250	32850	33850	34850	35400	35550	35400	35100	34650	34250	33400	30000
Mean	29600	30750	31950	33150	34300	35400	36500	37550	38550	40400	42700	44350	45400	45900	46050	45950	45700	45050	39050
Raw (Unsmoothed) Statistics																			
Upper Decile	32100	33300	35600	37800	37450	39450	40750	43300	44650	46300	49900	49750	56200	56150	54350	58150	55250	57000	49450
Upper Quartile	29800	31500	33600	35750	35400	37050	38950	40500	41900	43750	47550	47250	51500	51600	49050	52600	51500	53200	44000
Median	29050	29950	31650	33900	33400	34800	36450	38450	39100	40200	42100	42250	46800	46150	44650	45900	43250	45500	37800
Lower Quartile	28250	28400	29800	31800	31550	32900	34400	36050	36800	37550	37350	37950	41750	39600	38200	39100	37850	38500	33150
Lower Decile	26950	26250	28550	30400	30350	31250	32550	33000	34450	33900	33000	34900	37200	34600	31250	35400	36350	34550	30000
Mean	29600	29950	32100	34400	33550	34950	36650	38250	39300	40550	42300	42650	47000	45800	44200	46550	45650	45900	39050
Supporting Data																			
Total Number	49	69	80	70	56	57	64	81	59	136	95	83	68	49	41	34	30	50	1171
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

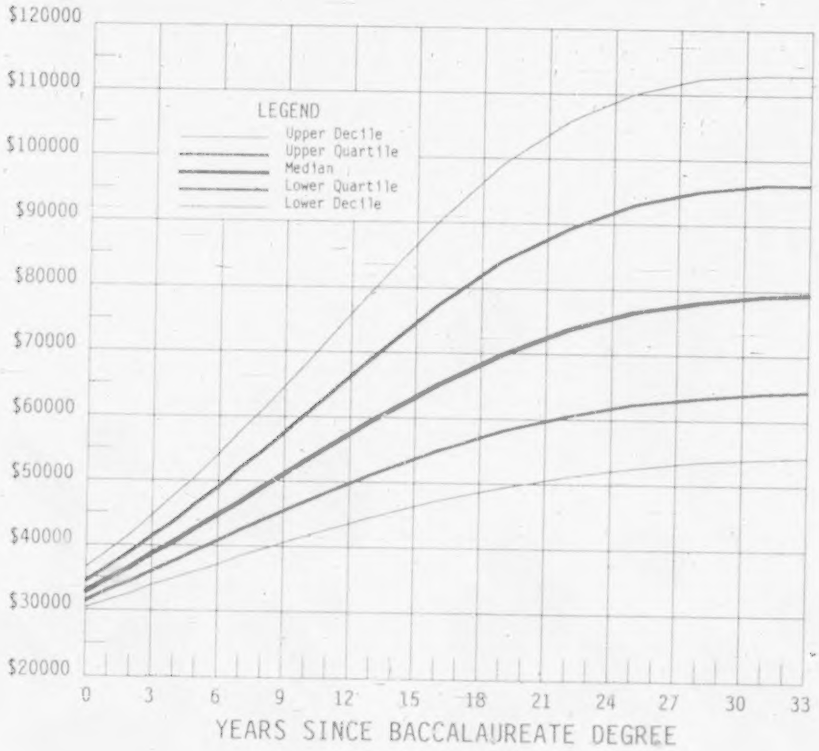
SALARY CURVES FOR ENGINEERS IN NON-ELECTRICAL MACHINERY
ALL ENGINEERS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: NON-ELECTRICAL MACHINERY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	0	0	0	33850	35650	37550	39400	41300	43150	46800	51750	55700	58550	60200	60950	60950	60550	59200	52000
Upper Quartile	0	0	0	31900	33100	34250	35400	36550	37650	39700	42400	44550	46150	47150	47750	48000	48050	47750	44700
Median	0	0	0	30200	30950	31700	32450	33200	33900	35300	37250	39050	40550	41850	42950	43800	44450	45400	37850
Lower Quartile	0	0	0	28700	29400	30050	30700	31350	31950	33050	34500	35700	36650	37350	37850	38150	38400	38600	32700
Lower Decile	0	0	0	27950	28550	29100	29650	30100	30600	31400	32400	33100	33550	33800	33900	33850	33800	33550	28800
Mean	0	0	0	30400	31500	32550	33600	34600	35600	37500	39950	41900	43400	44400	45050	45350	45500	45400	39500
Raw (Unsmoothed) Statistics																			
Upper Decile	0	0	0	33600	0	0	0	0	0	47300	50000	59800	61200	54900	68000	54800	0	62400	52000
Upper Quartile	0	0	0	31500	0	0	0	0	0	39900	44000	46750	40850	46750	46700	51500	0	47750	44700
Median	0	0	0	30000	0	0	0	0	0	35000	38750	40100	38300	39100	45200	48000	0	44600	37850
Lower Quartile	0	0	0	28800	0	0	0	0	0	32400	35000	36850	36100	35600	42500	37000	0	38750	32700
Lower Decile	0	0	0	28100	0	0	0	0	0	30600	32650	35050	31700	34050	34000	33400	0	33800	28800
Mean	0	0	0	30350	0	0	0	0	0	37000	40500	44400	40700	43000	45650	47150	0	45350	39500
Supporting Data																			
Total Number	9	4	6	12	7	5	9	8	2	19	20	21	17	21	10	14	5	18	207
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2

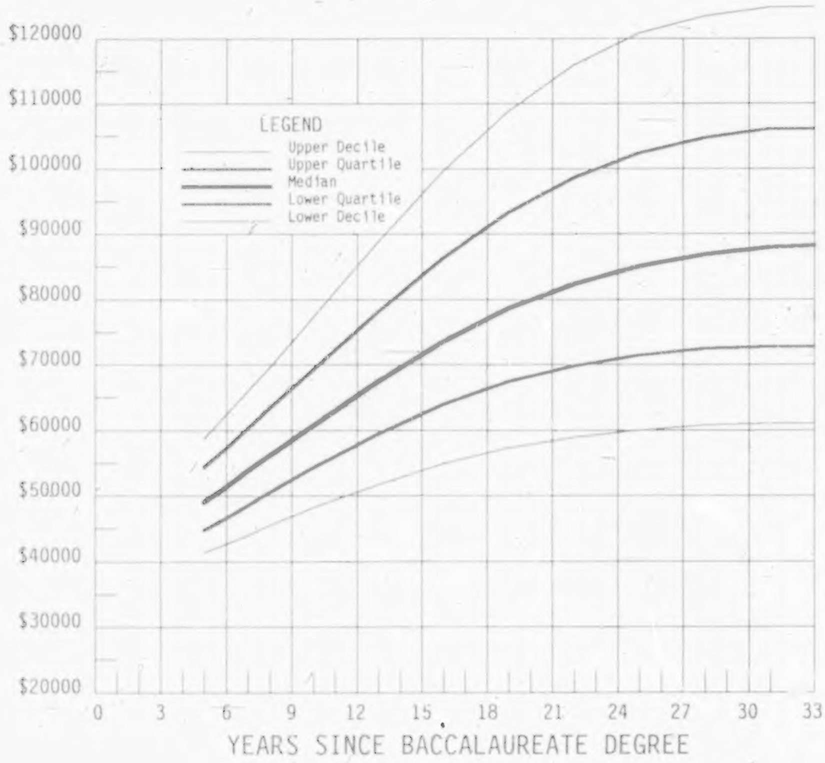
SALARY CURVES FOR ENGINEERS IN PETROLEUM
ALL ENGINEERS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: PETROLEUM

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	36450	39000	41700	44600	47600	50750	54050	57500	61050	68350	79550	90100	99100	105850	110200	112450	113200	112200	88100
Upper Quartile	34350	36550	38850	41300	43800	46400	49100	51900	54750	60550	69200	77250	84150	89400	93050	95150	96150	96300	69200
Median	32900	34700	36600	38550	40550	42600	44700	46800	48950	53250	59500	65150	69950	73750	76450	78250	79300	80150	54100
Lower Quartile	31550	33000	34500	36050	37600	39200	40750	42300	43900	46950	51250	55050	58150	60600	62350	63550	64300	65000	44300
Lower Decile	30400	31550	32650	33800	34950	36100	37200	38350	39450	41550	44500	47150	49350	51100	52500	53500	54250	55150	36550
Mean	33100	34950	36900	38900	41000	43150	45300	47550	49800	54300	60950	67050	72250	76400	78400	81400	82550	83500	59100
Raw (Unsmoothed) Statistics																			
Upper Decile	35150	37600	41200	45000	48600	50900	54400	58650	63500	69750	79650	87150	93150	97000	106900	114600	117800	120650	88100
Upper Quartile	33700	35550	37850	40300	44350	47400	49600	53350	56800	61150	68850	73600	81900	86450	90750	94050	99550	100700	69200
Median	32300	33850	35700	37000	40150	43350	46050	48850	51050	52950	58250	63000	69000	72550	74900	79000	81550	81550	54100
Lower Quartile	30800	32200	33600	34650	37150	39950	42150	44900	46350	46050	49200	53900	58050	61000	61950	64900	64300	64950	44300
Lower Decile	29550	30150	31850	32550	34200	37150	38700	41150	41050	40900	42800	46350	48250	52000	50500	55800	55900	54900	36550
Mean	32600	33900	36200	37750	40900	43750	46100	49300	51850	54150	60200	65300	70700	74300	77300	82400	84400	85700	59100
Supporting Data																			
Total Number	179	156	222	192	196	368	603	509	463	1124	881	648	566	451	370	284	238	415	7874
$125,000 or More	0	0	0	0	0	0	0	0	0	0	1	5	3	4	8	13	10	28	71
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

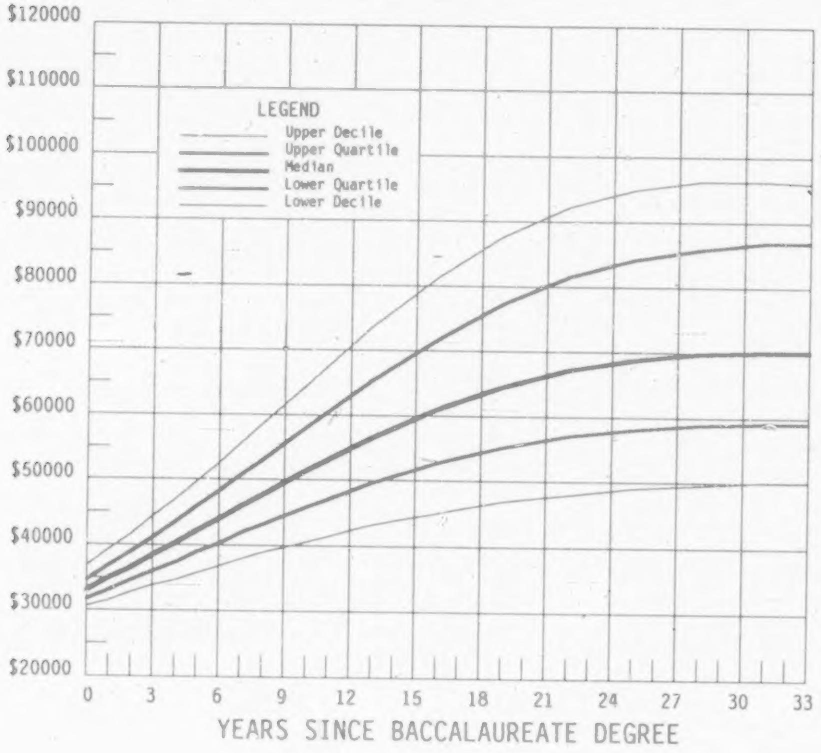
SALARY CURVES FOR ENGINEERS IN PETROLEUM SUPERVISORS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: PETROLEUM, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	0	0	0	0	0	58800	62300	65950	69700	77350	88900	99650	108850	115900	120700	123450	124700	124650	110900
Upper Quartile	0	0	0	0	0	54500	57400	60350	63350	69400	78250	86400	93300	98650	102450	104800	106050	106750	90700
Median	0	0	0	0	0	49200	51500	53850	56200	60850	67550	73600	78600	82500	85200	87000	88000	88700	73450
Lower Quartile	0	0	0	0	0	44750	46700	48650	50550	54300	59550	64000	67500	70000	71600	72500	72900	72800	60900
Lower Decile	0	0	0	0	0	41200	42650	44100	45500	48200	51850	54900	57300	59000	60100	60750	61050	61150	50150
Mean	0	0	0	0	0	49750	62200	54700	57250	62250	69500	76000	81450	85550	88450	90200	91150	91650	77650
Raw (Unsmoothed) Statistics																			
Upper Decile	0	0	0	0	0	52400	59000	65400	71350	79500	94700	96600	107400	107850	117600	123550	123450	135350	110900
Upper Quartile	0	0	0	0	0	48500	55250	58300	63600	72900	81600	84900	89850	94850	98550	104550	110350	113350	90700
Median	0	0	0	0	0	45500	49400	53500	57000	63000	69100	70800	78100	80350	84600	88250	89150	92150	73450
Lower Quartile	0	0	0	0	0	42800	45950	48950	50450	55250	60350	62150	68250	68450	70600	73900	75000	74550	60900
Lower Decile	0	0	0	0	0	40400	42400	45000	47250	48250	50200	54400	61000	55800	61200	61650	63450	61450	50150
Mean	0	0	0	0	0	46650	50350	54500	57650	63700	71500	74650	80900	81900	86800	91600	93050	95600	77650
Supporting Data																			
Total Number	3	2	5	5	3	24	53	53	78	236	258	221	227	198	178	147	122	222	2029
$125,000 or More	0	0	0	0	0	0	0	0	0	0	1	5	3	4	8	13	10	28	71
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

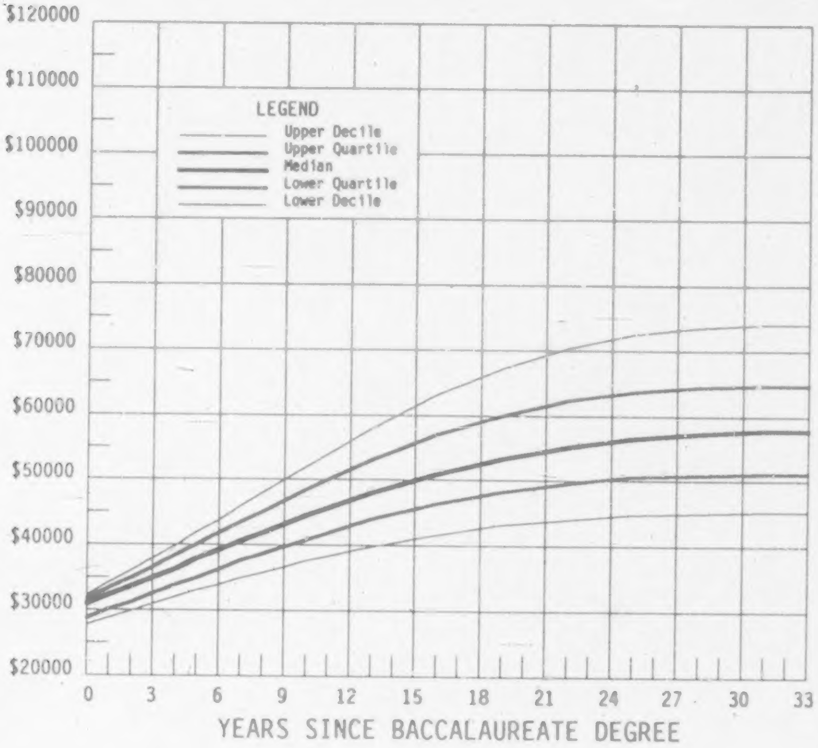
SALARY CURVES FOR ENGINEERS IN PETROLEUM
NON-SUPERVISORS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: PETROLEUM, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	36700	39100	41600	44200	46900	49700	52600	55550	58600	64650	73500	81400	87800	92250	94950	96150	96350	95250	74200
Upper Quartile	34750	36800	38900	41150	43400	45750	48150	50600	53100	58050	65300	71850	77350	81500	84300	86000	86850	87100	60450
Median	33100	34850	36600	38400	40300	42150	44050	45950	47800	51500	56650	61100	64600	67150	68800	69750	70150	70100	49600
Lower Quartile	31650	33100	34550	36000	37450	38900	40350	41800	43200	45900	49600	52700	55150	56950	58150	58850	59250	59400	41750
Lower Decile	30550	31600	32700	33750	34800	35850	36850	37850	38800	40650	43150	45200	46850	48100	49050	49650	50000	50400	35000
Mean	33350	35100	36900	38750	40650	42550	44450	46400	48300	52150	57500	62250	66100	69000	71000	72200	72850	73200	52650
Raw (Unsmoothed) Statistics																			
Upper Decile	35200	37600	40800	45100	48150	50800	53400	57750	61200	63950	71850	78000	85300	88300	92100	94550	100850	99400	74200
Upper Quartile	33750	35550	37800	40300	44200	47300	49300	52550	55350	58050	63200	68050	74850	79650	81550	85750	93200	89300	60450
Median	32300	33850	35650	36900	40150	43200	45650	48450	50100	50900	54000	59650	63350	66950	65550	70750	69700	71850	49600
Lower Quartile	30800	32200	33600	34600	37150	39800	41900	44600	45400	44850	47550	51450	53200	58600	56350	60600	60000	58600	41750
Lower Decile	29600	30150	31800	32550	34300	36950	38500	40800	40250	39800	41400	44400	45000	49850	44600	52450	49700	51300	35000
Mean	32600	33900	36050	37700	40750	43550	45700	48700	50600	51600	55450	60350	64150	68400	68350	73000	75050	74150	52650
Supporting Data																			
Total Number	176	154	218	187	192	343	551	456	387	889	622	426	341	255	188	141	116	193	5848
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

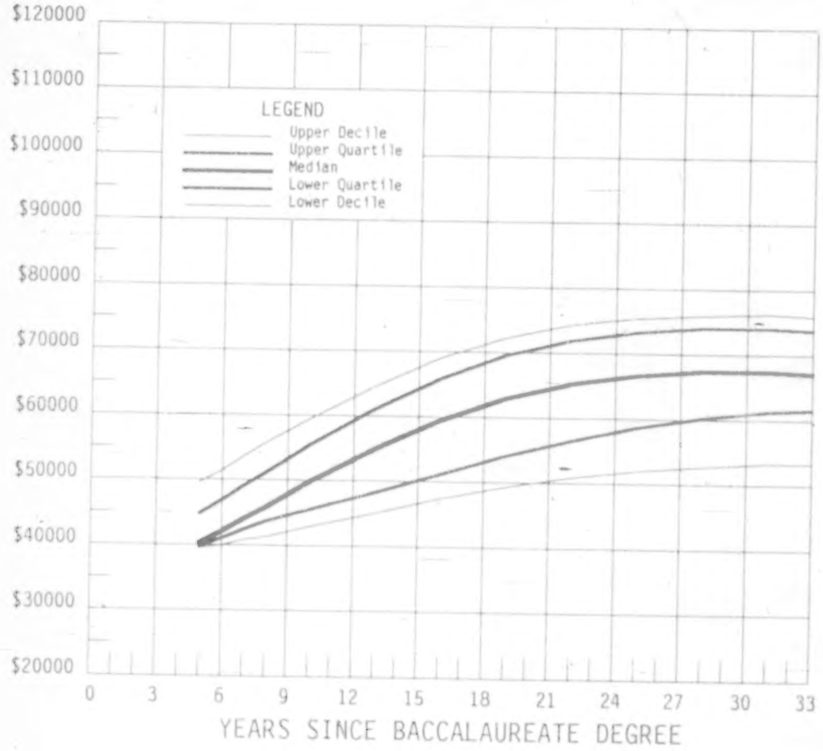
SALARY CURVES FOR ENGINEERS IN OTHER DURABLE GOODS MANUFACTURING
ALL ENGINEERS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: OTHER DURABLE GOODS MANUFACTURING

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	32250	34050	35950	37850	39800	41850	43850	45900	48000	52100	57950	63100	67250	70350	72450	73600	74200	74250	65300
Upper Quartile	31750	33350	35000	36650	38350	40100	41800	43500	45200	48550	53100	57050	60100	62300	63750	64500	64850	64800	55850
Median	30900	32250	33600	35000	36350	37750	39150	40500	41850	44400	48000	51000	53450	55250	56500	57300	57750	58100	46100
Lower Quartile	28850	30050	31300	32550	33800	35050	36250	37500	38650	40900	43900	46400	48300	49650	50550	51000	51250	51250	38050
Lower Decile	27850	28900	29950	30950	31950	33000	33950	34900	35850	37550	39850	41700	43100	44100	44700	45050	45250	45250	32650
Mean	30450	31900	33300	34800	36250	37750	39200	40650	42100	44850	48650	51900	54400	56250	57450	58200	58550	58650	47900
Raw (Unsmoothed) Statistics																			
Upper Decile	32300	33750	35650	37850	40800	43700	44050	45800	47750	49900	55850	63950	72750	70100	73000	73700	73900	73000	65300
Upper Quartile	31400	32550	34600	36900	39700	42550	42900	43350	43700	46750	52250	58100	60350	62450	63900	65250	66300	63800	55850
Median	30250	31250	32950	34850	37550	39800	41050	41300	41450	44650	46350	49350	53500	55350	57100	56850	59300	58150	46100
Lower Quartile	28850	30250	31250	32800	33750	35200	36600	37500	37950	40450	43400	46350	48400	50000	52400	51250	53250	49500	38050
Lower Decile	27800	28750	30200	31200	32300	32900	33950	34800	36000	36950	38900	41500	44350	44400	46400	44900	46400	43900	32650
Mean	30250	31400	33050	35050	36900	39050	39900	40650	41450	44200	47500	51700	55450	56350	58500	58100	59600	57800	47900
Supporting Data																			
Total Number	235	310	389	370	406	353	355	343	304	736	752	706	634	604	542	516	495	829	8879
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

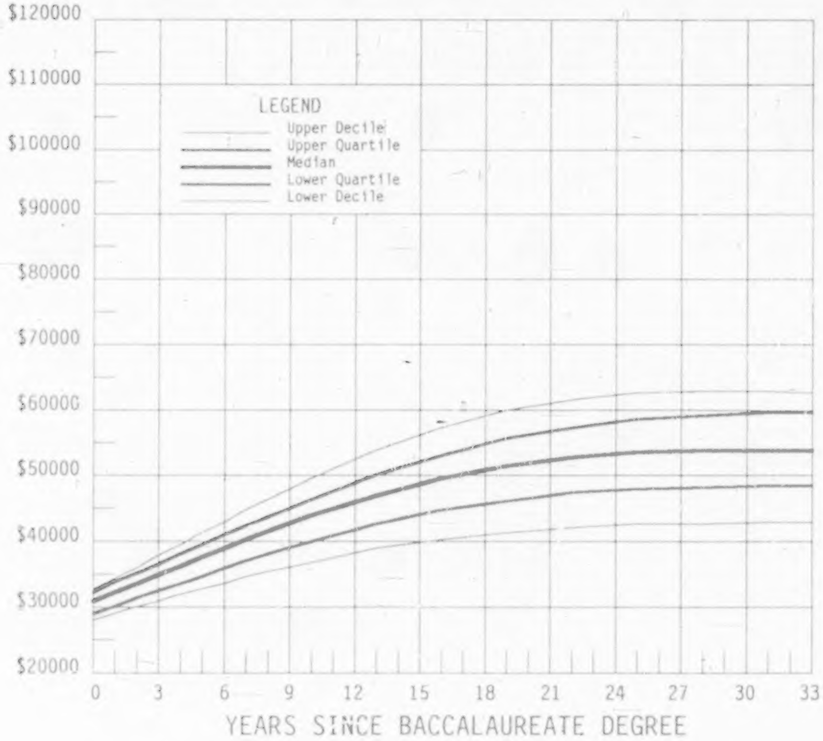
SALARY CURVES FOR ENGINEERS IN OTHER DURABLE GOODS MANUFACTURING SUPERVISORS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: OTHER DURABLE GOODS MANUFACTURING, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	0	0	0	0	0	49500	51550	53600	55600	59450	64650	68950	72150	74300	75500	76050	76150	75600	74650
Upper Quartile	0	0	0	0	0	44850	47000	49100	51250	55400	61100	65900	69550	72000	73400	74000	74050	73300	70250
Median	0	0	0	0	0	40250	42150	44100	46000	49800	55050	59500	62950	65300	66700	67350	67450	66950	62300
Lower Quartile	0	0	0	0	0	39850	41100	42400	43750	45500	48350	51300	54100	56600	58650	60200	61300	62350	52450
Lower Decile	0	0	0	0	0	39450	40100	40750	41450	42950	45200	47350	49300	50850	52000	52850	53350	53750	46750
Mean	0	0	0	0	0	42650	44300	45900	47550	50650	55000	58750	61800	64100	65700	66750	67350	67850	61700
Raw (Unsmoothed) Statistics																			
Upper Decile	0	0	0	0	0	61600	49100	50750	55400	59000	62650	70500	74950	71600	75400	76000	75950	75800	74650
Upper Quartile	0	0	0	0	0	50000	46550	48050	49550	56300	58750	66450	72650	70250	73050	73550	73900	73550	70250
Median	0	0	0	0	0	42000	44850	45750	46500	48600	52400	60750	63700	67750	65650	66100	67400	66900	62300
Lower Quartile	0	0	0	0	0	39500	42500	44050	44500	45350	48550	50650	54300	57200	58400	59050	63900	61200	52450
Lower Decile	0	0	0	0	0	38150	40400	42250	41200	43000	45200	46600	49700	51000	53100	53450	53150	52650	46750
Mean	0	0	0	0	0	44950	45900	46200	47500	50100	53700	58950	62800	64150	65900	66450	67650	67400	61700
Supporting Data																			
Total Number	1	2	2	14	6	12	16	25	32	113	171	241	259	222	206	193	195	242	1952
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

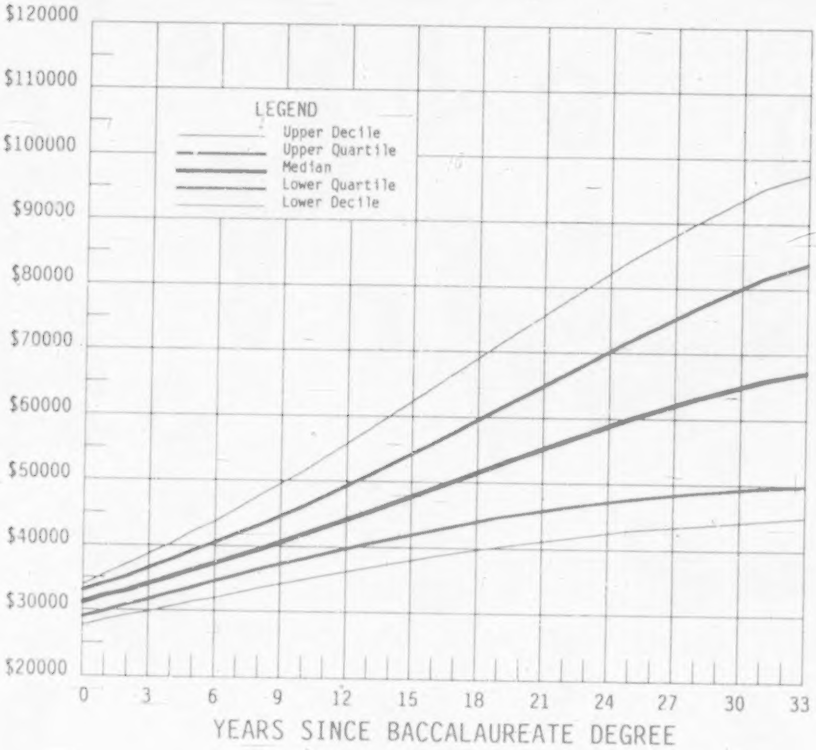
SALARY CURVES FOR ENGINEERS IN OTHER DURABLE GOODS MANUFACTURING NON-SUPERVISORS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: OTHER DURABLE GOODS MANUFACTURING, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	32800	34450	36100	37800	39550	41300	43000	44700	46400	49600	53900	57450	60050	61700	62650	63000	62950	62350	57800
Upper Quartile	32350	33750	35200	36650	38100	39550	40950	42400	43800	46450	50100	53150	55600	57350	58550	59250	59650	59850	50500
Median	30900	32250	33600	34950	36300	37600	38950	40250	41500	43900	47050	49600	51500	52750	53500	53850	53950	53750	43150
Lower Quartile	29100	30250	31400	32550	33700	34800	35900	37000	38050	40000	42600	44700	46250	47350	48000	48350	48500	48400	36100
Lower Decile	28100	29100	30050	31000	31900	32800	33700	34550	35350	36850	38800	40300	41400	42150	42600	42800	42850	42750	31950
Mean	30750	32050	33350	34700	36000	37300	38550	39800	41050	43350	46450	48950	50850	52200	53000	53450	53600	53550	44000
Raw (Unsmoothed) Statistics																			
Upper Decile	32250	33700	35650	37700	40750	43650	43850	44750	46250	48350	54300	57450	58700	59450	62850	63500	63200	63350	57800
Upper Quartile	31400	32500	34600	36800	39650	42450	42750	43000	43150	46200	48950	50400	55450	56900	59800	57900	60550	61050	50500
Median	30250	31250	32950	34800	37450	39650	40850	41000	41050	44150	45400	48100	50650	51900	54400	53950	54650	54450	43150
Lower Quartile	28850	30200	31250	32800	33700	35100	36450	37200	37650	39800	42100	44400	45850	47600	49600	48000	49900	47650	36100
Lower Decile	27800	28750	30200	31300	32300	32850	33850	34650	35800	36500	38050	39550	42050	42650	43900	42300	44300	41950	31950
Mean	30200	31350	33050	34800	36800	38850	39600	40200	40700	43100	45650	47950	50350	51800	54000	53100	54350	53850	44000
Supporting Data																			
Total Number	234	308	387	356	400	341	339	318	272	623	581	465	375	382	336	323	300	587	6927
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

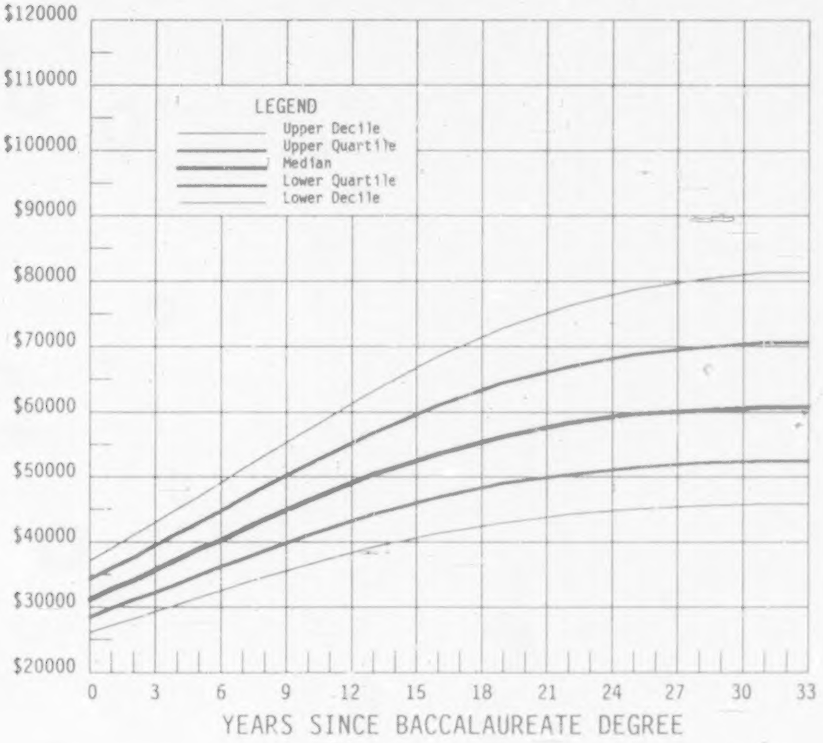
SALARY CURVES FOR ENGINEERS IN OTHER NONDURABLE GOODS MANUFACTURING ALL ENGINEERS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: OTHER NONDURABLE GOODS MANUFACTURING

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	33900	35450	37000	38650	40300	42050	43850	45700	47600	51600	57850	64450	71150	77850	84300	90250	95450	104400	69000
Upper Quartile	32950	34100	35300	36550	37800	39100	40450	41850	43300	46250	51000	56000	61250	66600	71900	76950	81600	89900	52950
Median	31200	32150	33150	34150	35200	36300	37350	38450	39600	41900	45450	49100	52800	56450	59950	63150	66000	70950	44600
Lower Quartile	29000	29950	30850	31800	32750	33650	34600	35500	36400	38100	40550	42800	44700	46350	47700	48800	49600	50800	35900
Lower Decile	27800	28500	29250	29950	30700	31400	32100	32800	33500	34850	36800	38600	40200	41600	42850	43850	44650	45900	31000
Mean	31100	32150	33200	34300	35400	36500	37700	38850	40050	42500	46350	50200	54100	57950	61600	64950	67900	72950	48300
Raw (Unsmoothed) Statistics																			
Upper Decile	33800	0	33900	37200	47000	0	0	0	50000	51100	66000	59800	74400	70000	63800	70250	122500	116650	69000
Upper Quartile	32500	0	33200	35400	42500	0	0	0	44750	48700	52600	55250	64000	61000	60500	60500	100000	95000	52950
Median	29750	0	32000	34000	39000	0	0	0	40250	43500	48300	51500	50000	51500	51500	50750	76000	76000	44600
Lower Quartile	28100	0	30500	32250	33250	0	0	0	38400	37900	41750	44950	44000	43750	45100	43050	49000	48500	35900
Lower Decile	26850	0	28400	30400	32500	0	0	0	36000	36450	34000	42600	41850	41500	36200	38900	47200	42500	31000
Mean	30400	0	31650	33900	38700	0	0	0	41100	43400	48700	50850	54000	54250	53500	52950	77650	74300	48300
Supporting Data																			
Total Number	13	8	12	14	10	5	6	8	10	19	30	21	24	15	11	23	12	20	265
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	2
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

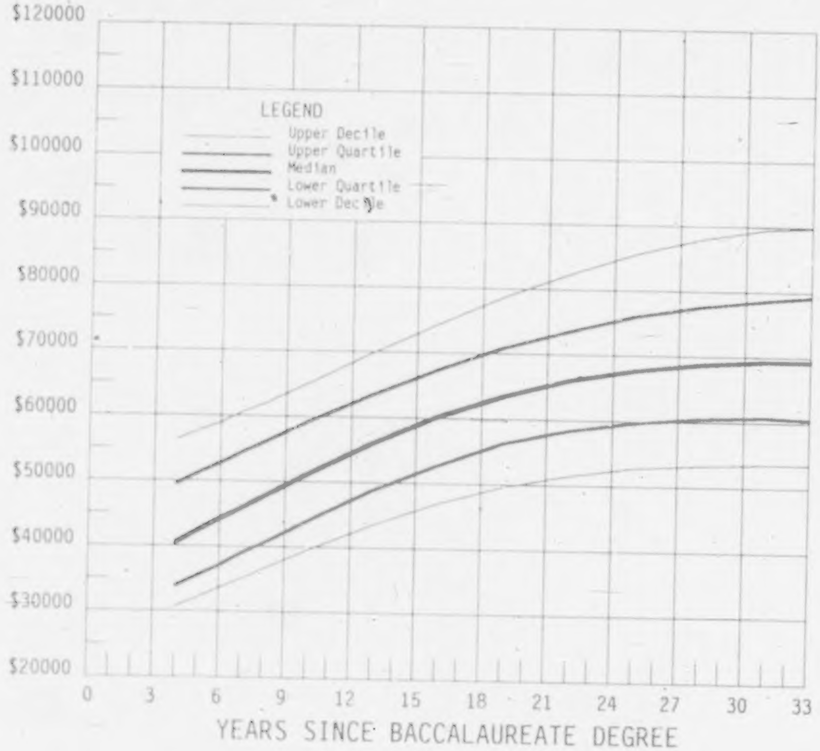
SALARY CURVES FOR ENGINEERS IN ALL NON-MANUFACTURING INDUSTRIES
ALL ENGINEERS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	37100	39000	40950	42950	44950	47000	49100	51200	53250	57400	63250	68500	72900	76250	78700	80300	81250	82050	69500
Upper Quartile	34300	35950	37700	39450	41200	43000	44800	46600	48400	51900	56750	61000	64450	67050	68800	69950	70550	70950	58850
Median	31300	32750	34250	35800	37300	38850	40400	41900	43400	46350	50300	53700	56400	58350	59650	60400	60800	60900	48950
Lower Quartile	28600	29850	31100	32400	33700	34950	36200	37450	38700	41050	44250	46900	49000	50500	51550	52150	52450	52550	40100
Lower Decile	26100	27150	28250	29350	30400	31500	32550	33600	34600	36550	39150	41350	43050	44300	45150	45650	45950	46100	33550
Mean	31850	33300	34800	36300	37800	39350	40850	42400	43900	46800	50900	54450	57400	59600	61200	62250	62900	63450	50700
Raw (Unsmoothed) Statistics																			
Upper Decile	37550	37950	40500	43000	44500	47450	49800	52550	53900	58200	62300	67550	71950	76100	78250	81300	81700	82600	69500
Upper Quartile	32000	36150	37800	39700	40850	44250	45800	48000	49100	52150	55800	59650	63700	66400	69100	70600	71150	71700	58850
Median	30550	32500	34100	35650	37150	39750	40600	42900	43600	46800	50100	53050	55600	57600	59400	60500	61050	61850	48950
Lower Quartile	28550	29800	31300	31750	33100	35550	36050	38350	38600	41500	44150	46800	48350	50100	51400	52200	52300	53100	40100
Lower Decile	26400	27000	28350	28700	30150	31950	32300	34300	34600	36850	38800	41300	42600	44500	45550	45600	45950	46050	33550
Mean	31600	33000	34650	36100	37400	39900	41200	43450	44100	47250	50450	53950	56750	59150	61200	62700	63100	63900	50700
Supporting Data																			
Total Number	982	1452	1778	1846	1764	2025	2184	2290	2101	5575	5358	4795	4263	3703	3088	2889	2220	3838	52159
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	3	3	7	13	20	14	39	99
Less Than $22000	19	8	1	1	0	1	1	2	0	1	4	4	1	0	0	0	0	0	44

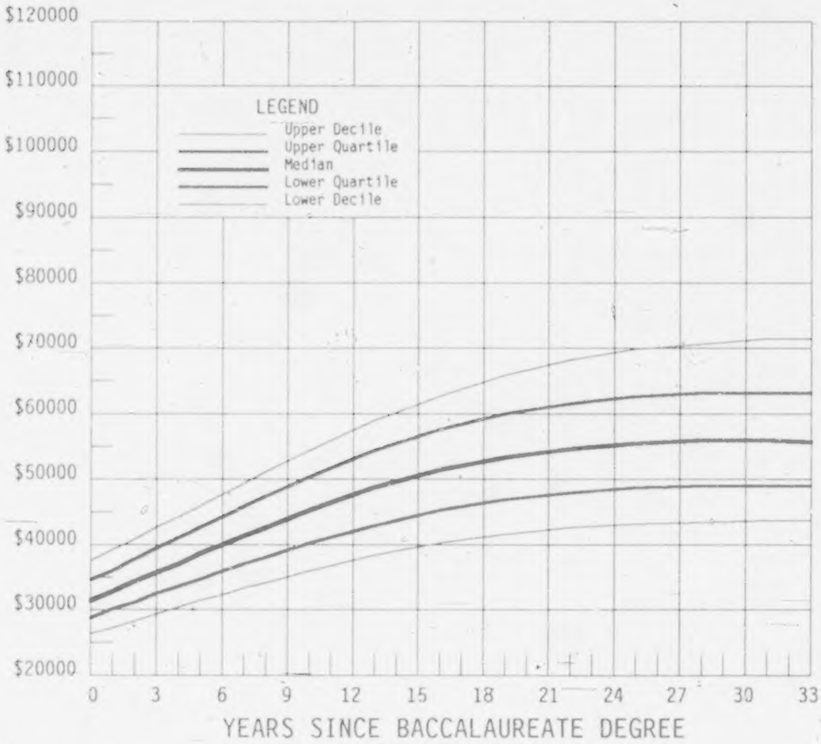
SALARY CURVES FOR ENGINEERS IN ALL NON-MANUFACTURING INDUSTRIES SUPERVISORS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	0	0	0	0	56250	57600	59000	60450	61950	65050	69750	74400	78750	82500	85600	87950	89500	91050	81500
Upper Quartile	0	0	0	0	49500	51150	52800	54400	56000	59150	63550	67500	70900	73700	75900	77600	78800	80450	71500
Median	0	0	0	0	40600	42400	44200	45950	47750	51200	56050	60200	63550	66050	67750	68750	69300	69550	62050
Lower Quartile	0	0	0	0	33750	35450	37150	38900	40650	44050	48800	52900	56150	58400	59800	60500	60700	60350	53300
Lower Decile	0	0	0	0	30650	32100	33600	35050	36550	39450	43450	46900	49600	51500	52700	53350	53550	53350	45400
Mean	0	0	0	0	42400	44000	45650	47300	48950	52100	56600	60650	64100	66850	69000	70550	71600	72850	63350
Raw (Unsmoothed) Statistics																			
Upper Decile	0	0	0	0	55850	54200	59600	61650	62850	66050	68900	73750	78700	82650	86100	91100	87850	89600	81500
Upper Quartile	0	0	0	0	45800	47850	53400	57150	57500	60400	62550	66850	70700	74000	75900	79450	77850	79700	71500
Median	0	0	0	0	37250	39000	42700	48650	50000	52850	55800	59300	63250	65350	68250	70050	67850	69750	62050
Lower Quartile	0	0	0	0	32600	34300	34200	41100	40500	45450	49100	52800	55950	57450	59300	60850	59100	61450	53300
Lower Decile	0	0	0	0	29600	30550	32150	37100	37550	40250	42250	47650	50150	50800	52400	53450	51600	54250	45400
Mean	0	0	0	0	40750	41300	44850	49700	49950	53150	55950	60350	64050	66500	69100	72100	70150	72650	63350
Supporting Data																			
Total Number	9	7	15	34	81	122	208	236	286	1044	1419	1686	1631	1476	1212	1119	963	1474	13031
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	3	3	7	9	19	14	36	91
Less Than $22000	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1

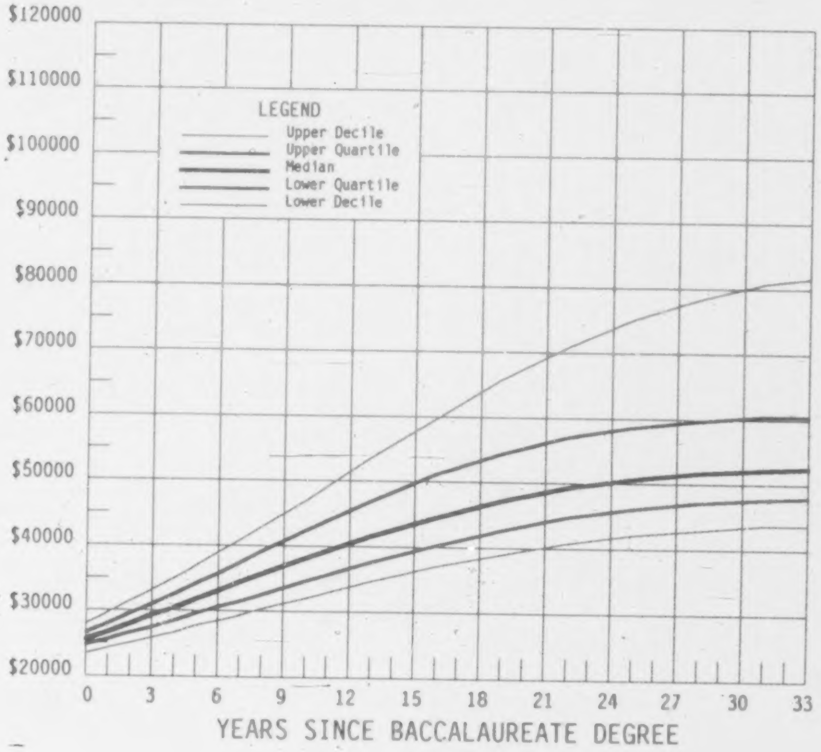
SALARY CURVES FOR ENGINEERS IN ALL NON-MANUFACTURING INDUSTRIES NON-SUPERVISORS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: ALL NON-MANUFACTURING INDUSTRIES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	37500	39150	40850	42550	44300	46000	47750	49450	51150	54400	58900	62750	65850	68150	69750	70800	71400	71800	61250
Upper Quartile	34550	36100	37750	39350	41000	42600	44200	45800	47350	50300	54300	57500	59950	61600	62600	63100	63250	62950	53350
Median	31450	32900	34300	35750	37200	38600	40050	41400	42750	45350	48750	51450	53450	54800	55550	55900	55950	55600	45550
Lower Quartile	28850	30050	31250	32450	33600	34800	35950	37100	38200	40300	43050	45250	46900	48000	48700	49000	49150	49000	38150
Lower Decile	26300	27300	28350	29350	30350	31350	32350	33300	34250	36000	38300	40150	41550	42550	43150	43500	43650	43600	32400
Mean	32000	33350	34750	36100	37500	38850	40250	41550	42850	45350	48750	51500	53700	55200	56200	56800	57100	57150	46500
Raw (Unsmoothed) Statistics																			
Upper Decile	36850	37950	40450	42750	44050	46950	49200	51350	52050	54850	58300	60750	63950	66900	69600	70650	72750	73850	61250
Upper Quartile	31950	36100	37800	39600	40750	44150	45450	47300	48150	50750	53600	55600	58050	60200	62250	63100	63800	65450	53350
Median	30550	32500	34050	35600	37150	39800	40500	42550	43100	45950	48500	50400	51900	53450	54950	55700	56750	57350	45550
Lower Quartile	28550	29800	31300	31750	33150	35700	36150	38150	38300	40900	42900	44600	45500	47250	48650	49350	49050	49900	38150
Lower Decile	26400	27000	28300	28750	30200	32050	32350	34050	34150	36400	38300	39750	40500	42200	43200	43350	43750	44150	32400
Mean	31300	32950	34550	35900	37250	39800	40800	42750	43200	45850	48450	50500	52200	54300	56050	56800	57650	58450	46500
Supporting Data																			
Total Number	971	1442	1764	1812	1665	1900	1978	2054	1815	4531	3935	3107	2632	2225	1876	1771	1254	2366	39129
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4	1	0	3	8
Less Than $22000	19	8	1	1	0	1	1	2	0	1	3	4	1	0	0	0	0	0	43

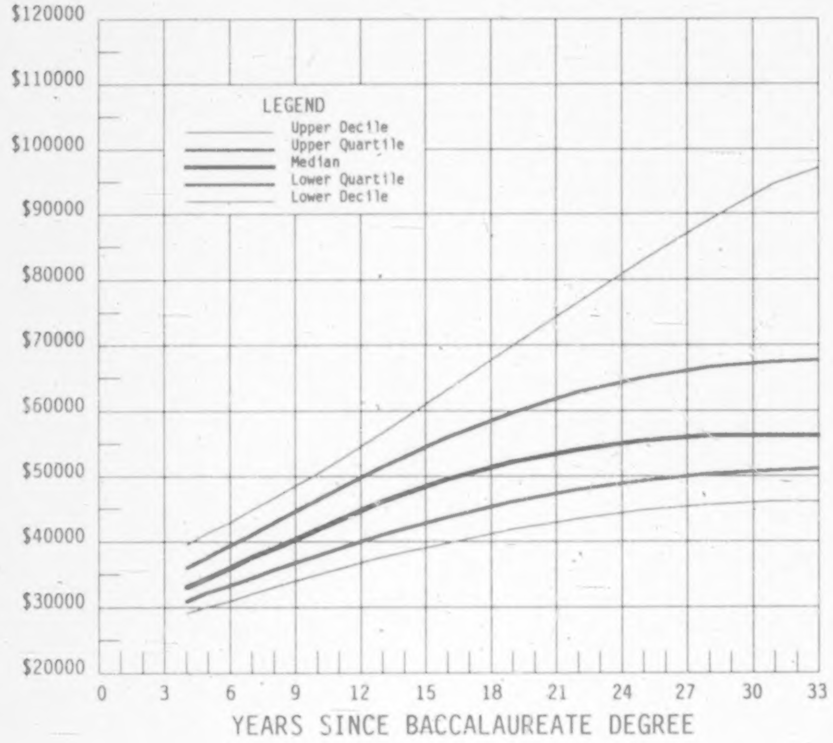
SALARY CURVES FOR ENGINEERS IN CONSTRUCTION
ALL ENGINEERS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: CONSTRUCTION

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	28100	29700	31400	33150	34950	36850	38800	40800	42850	47050	53500	59850	65750	70900	75150	78400	80800	83750	56750
Upper Quartile	26600	28050	29500	31050	32600	34200	35850	37450	39100	42350	46950	51100	54450	57000	58800	59850	60450	60750	48350
Median	25600	26800	28000	29250	30500	31800	33050	34350	35600	38100	41600	44650	47250	49250	50700	51700	52300	52900	40050
Lower Quartile	24700	25600	26550	27500	28500	29500	30550	31550	32600	34650	37650	40400	42800	44700	46150	47150	47750	48250	32400
Lower Decile	23350	24200	25050	25900	26800	27650	28550	29450	30300	32050	34600	36950	39000	40700	42050	43050	43700	44350	27850
Mean	25550	26800	28050	29350	30700	32050	33450	34850	36250	39050	43100	46850	50200	52950	55150	56750	57900	59300	42300
Raw (Unsmoothed) Statistics																			
Upper Decile	29400	30800	29900	31300	33900	36850	37500	40600	45700	51400	52350	56250	65100	65300	68600	95500	85000	86850	56750
Upper Quartile	27900	29100	28800	29700	31450	33550	34750	38450	39800	45450	45700	49900	54600	55800	55400	61750	63000	62500	48350
Median	27100	27350	27450	28300	29350	31450	32450	34700	36100	40350	40400	43900	46750	49400	49450	53900	54000	52800	40050
Lower Quartile	26250	26050	26450	26750	27400	28300	30500	32450	32900	35550	37350	40450	43500	45350	44950	47100	49450	45900	32400
Lower Decile	24200	24400	25450	25350	26050	26650	28600	30700	30400	32300	34200	37650	39350	40850	41250	42750	46400	42450	27850
Mean	26750	27500	27600	28300	29650	31550	32900	35350	36950	41050	42150	46000	50400	52000	52350	61100	58500	60300	42300
Supporting Data																			
Total Number	22	46	36	61	53	57	81	57	87	172	172	114	109	87	57	49	50	59	1368
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	3	5
Less Than $22000	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2

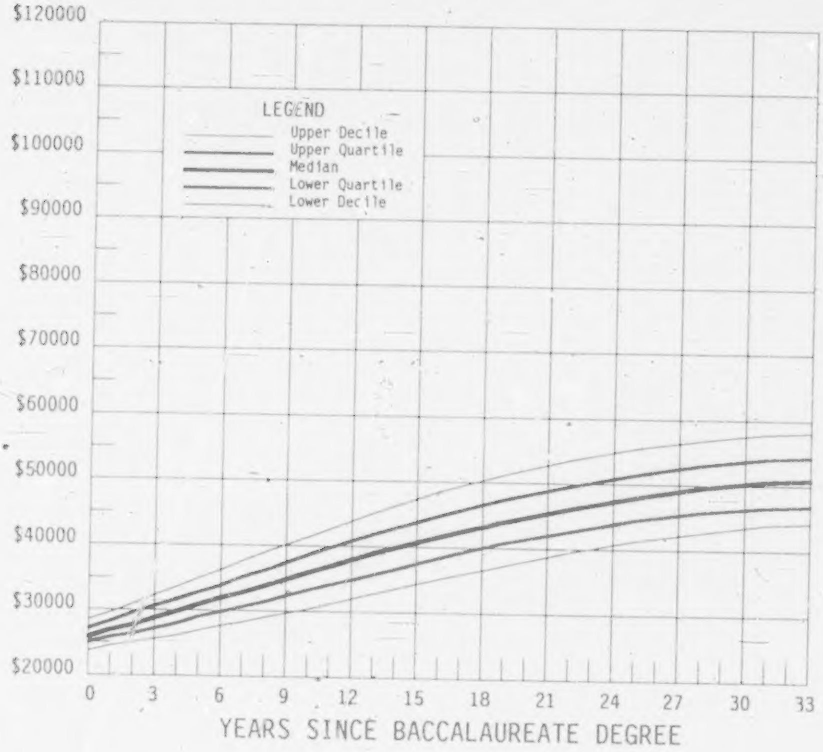
SALARY CURVES FOR ENGINEERS IN CONSTRUCTION SUPERVISORS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: CONSTRUCTION, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	0	0	0	0	39550	41250	42950	44750	46600	50450	56600	63100	69800	76500	83050	89200	94650	104150	66700
Upper Quartile	0	0	0	0	35950	37650	39400	41150	42900	46400	51450	56000	59850	62900	65150	66700	67600	68450	55600
Median	0	0	0	0	32950	34450	36000	37500	39000	41950	46050	49550	52250	54200	55450	56150	56400	56300	47850
Lower Quartile	0	0	0	0	31050	32200	33350	34500	35650	37900	41050	43800	46150	48000	49400	50350	51050	51800	40400
Lower Decile	0	0	0	0	29150	30100	31050	32050	33000	34850	37500	39850	41850	43500	44700	45600	46150	46600	35050
Mean	0	0	0	0	33700	35150	36600	38100	39600	42550	46950	51050	54750	57900	60450	62400	63850	65750	50700
Raw (Unsmoothed) Statistics																			
Upper Decile	0	0	0	0	35900	39400	40500	42700	51650	55600	54850	58500	71800	71200	75600	107500	86500	126650	66700
Upper Quartile	0	0	0	0	34250	37000	37400	40900	45100	48700	50900	54000	60750	61600	61650	67000	65400	79000	55600
Median	0	0	0	0	32350	34500	33900	38750	39650	44150	44000	48800	53200	54000	54750	58000	55050	59500	47850
Lower Quartile	0	0	0	0	29850	31000	32300	36150	37500	39500	39150	43000	46200	48900	49050	51500	50600	53750	40400
Lower Decile	0	0	0	0	28750	28600	30350	33400	36250	35500	35150	39500	42850	45300	47050	42800	47050	46850	35050
Mean	0	0	0	0	32250	34100	35200	38250	41650	44800	45300	49800	55650	56700	58550	66950	60300	72700	50700
Supporting Data																			
Total Number	0	1	1	3	11	16	25	17	29	~~88~~	84	60	61	52	31	34	41	29	582
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	3	5
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

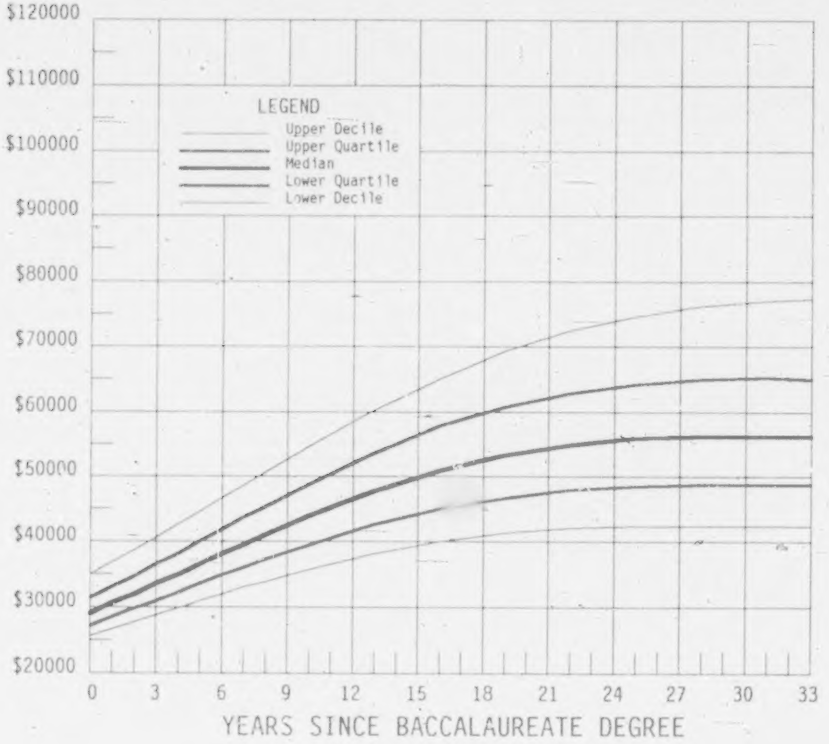
SALARY CURVES FOR ENGINEERS IN CONSTRUCTION NON-SUPERVISORS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: CONSTRUCTION, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	28450	29700	30950	32250	33550	34850	36200	37500	38800	41400	45050	48400	51250	53650	55500	56850	57850	59050	47000
Upper Quartile	27300	28400	29500	30600	31750	32900	34000	35150	36300	38550	41750	44750	47400	49650	51500	52950	54050	55550	41700
Median	25900	26850	27850	28850	29850	30900	31900	32900	33950	35950	38850	41600	44050	46200	48000	49500	50650	52300	34750
Lower Quartile	25000	25750	26500	27300	28100	28950	29800	30650	31500	33250	35850	38350	40700	42750	44450	45750	46650	47650	29450
Lower Decile	23850	24400	25000	25600	26250	26900	27600	28300	29000	30500	32800	35150	37400	39500	41300	42800	43950	45250	26800
Mean	26000	26950	27950	28950	30000	31000	32050	33050	34100	36100	39000	41700	44100	46200	47950	49350	50450	52000	36050
Raw (Unsmoothed) Statistics																			
Upper Decile	29400	30850	29700	31150	31950	33700	35850	39000	40650	44450	45150	46850	49100	50750	51450	54500	0	58000	47000
Upper Quartile	27900	29150	28650	29700	30700	32750	33700	36400	37000	40800	41000	44150	46500	48400	49350	50400	0	52250	41700
Median	27100	27350	27400	28350	28750	30450	31650	33450	34150	36850	38950	41700	44500	45650	46000	47900	0	47000	34750
Lower Quartile	26250	26050	26400	26750	26900	27650	30100	32000	31900	33500	36500	38800	40100	41550	41750	45300	0	43700	29450
Lower Decile	24200	24400	25400	25250	25700	26400	28150	30500	27900	29750	33350	36450	37900	38300	38600	42500	0	41000	26800
Mean	26750	27500	27500	28300	28950	30550	31850	34100	34550	37150	39100	41800	43700	45000	44950	47850	0	48300	36050
Supporting Data																			
Total Number	22	45	35	58	42	41	56	40	58	84	88	54	48	35	26	15	9	30	790
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Less Than $22000	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2

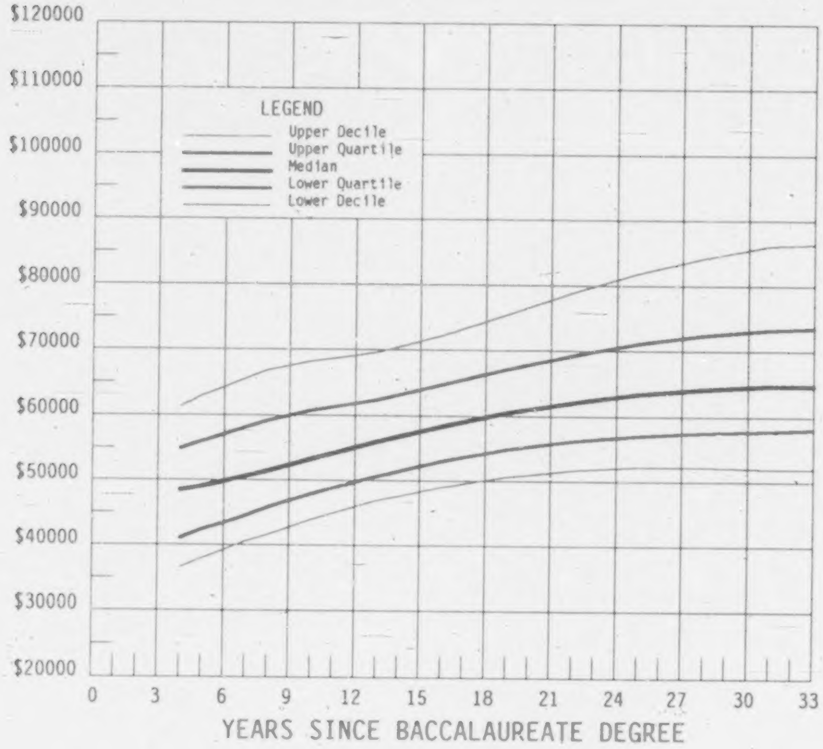
SALARY CURVES FOR ENGINEERS IN CONSULTING AND ENGINEERING SERVICES
ALL ENGINEERS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: CONSULTING AND ENGINEERING SERVICES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	35050	36850	38700	40650	42550	44550	46550	48550	50550	54550	60150	65200	69350	72500	74750	76200	77050	77700	65450
Upper Quartile	31400	33050	34750	36500	38250	40050	41850	43650	45400	48900	53700	57750	60900	63050	64400	65050	65250	64950	56000
Median	29100	30550	32000	33500	35050	36550	38100	39600	41050	43950	47800	51000	53400	55000	55950	56350	56400	56050	46850
Lower Quartile	27300	28550	29800	31050	32350	33600	34850	36050	37250	39500	42550	44950	46750	47950	48600	48900	48900	48600	38450
Lower Decile	25500	26600	27700	28800	29850	30900	31950	33000	33950	35800	38150	39950	41250	42000	42400	42450	42400	41950	32650
Mean	30200	31650	33100	34550	36050	37550	39050	40500	41950	44800	48700	52050	54650	56600	57850	58600	59000	59150	48600
Raw (Unsmoothed) Statistics																			
Upper Decile	33800	37400	38400	40700	43000	44150	46700	48700	51250	54700	60600	66750	67300	71000	72600	73850	80050	80350	65450
Upper Quartile	31350	33650	34800	35950	37650	40100	41800	43500	45650	48550	54500	59000	60300	62100	63350	62900	65300	66800	56000
Median	29350	30900	32200	33100	34250	36650	37750	39850	41150	43500	48600	52150	53450	53350	55100	54700	56400	57600	46850
Lower Quartile	27050	28400	30050	30800	32200	33650	35100	36400	37600	39000	43050	45550	46200	46950	48600	48400	48650	49550	38450
Lower Decile	24700	26250	27650	28850	30200	31300	32550	33400	34600	35150	38400	39850	41050	41650	42700	41750	41250	43150	32650
Mean	30100	31750	33000	34400	35800	37350	39200	40900	42250	44450	49150	53050	54100	55400	57250	57250	59350	60550	48600
Supporting Data																			
Total Number	230	333	425	465	456	477	583	640	544	1418	1624	1506	1353	1106	848	723	569	991	14291
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	2	1	1	5	6	6	10	31
Less Than $22000	7	5	0	1	0	1	0	1	0	1	2	3	1	0	0	0	0	0	22

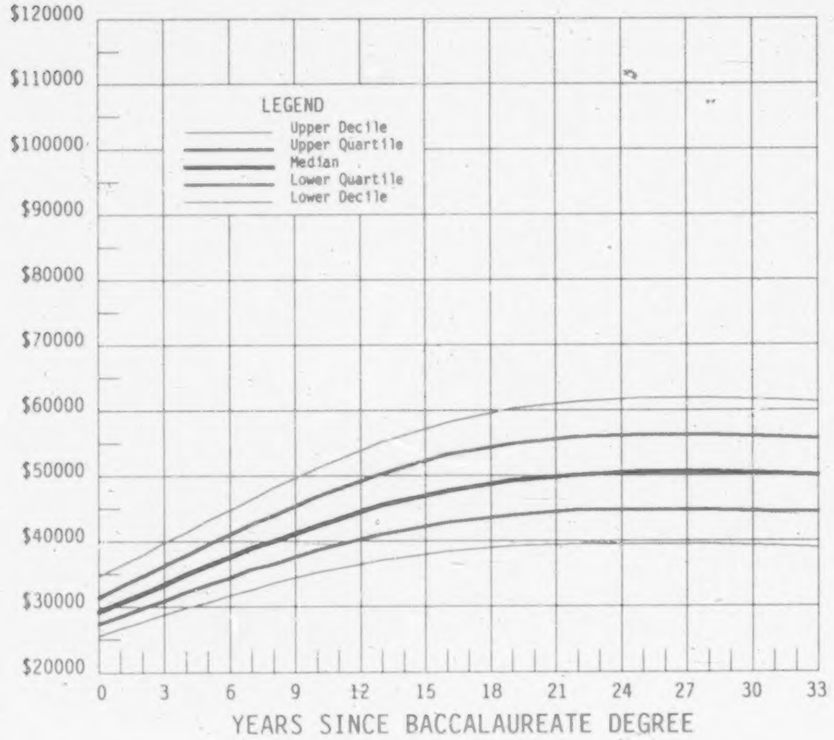
SALARY CURVES FOR ENGINEERS IN CONSULTING AND ENGINEERING SERVICES SUPERVISORS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: CONSULTING AND ENGINEERING SERVICES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	0	0	0	0	61450	62350	63250	64150	65050	66850	69550	72250	75500	78850	81850	84300	86050	87800	78400
Upper Quartile	0	0	0	0	54950	55750	56600	57450	58300	60100	62500	64750	67150	69350	71150	72500	73400	74250	67850
Median	0	0	0	0	48500	49200	49950	50750	51550	53350	56000	58450	60600	62250	63500	64300	64800	65150	60950
Lower Quartile	0	0	0	0	41050	42300	43500	44650	45800	47950	50800	53100	54900	56250	57150	57700	58000	58200	53950
Lower Decile	0	0	0	0	36600	37950	39250	40500	41700	44000	46900	49150	50750	51700	52150	52250	52100	51600	48850
Mean	0	0	0	0	52200	52400	52700	53150	53700	55000	57300	59750	62100	64200	65850	67100	67850	68600	62650
Raw (Unsmoothed) Statistics																			
Upper Decile	0	0	0	0	70800	69200	71200	82100	65750	67400	67300	73500	76250	80000	80450	84200	85000	87750	78400
Upper Quartile	0	0	0	0	64000	55600	63000	61250	61100	59800	61650	65950	66900	69500	70950	71450	73500	74500	67850
Median	0	0	0	0	51500	46500	51500	50400	52250	52450	55500	59000	61000	62550	63550	63550	64200	65100	60950
Lower Quartile	0	0	0	0	44750	39900	44000	44300	46750	47200	50500	53350	55650	56150	56450	57850	57050	58600	53950
Lower Decile	0	0	0	0	41900	35400	36400	40300	41400	44150	47000	49400	51650	50550	51850	51900	51350	52250	48850
Mean	0	0	0	0	54250	49400	54100	54500	53750	54400	56450	60550	62600	63950	65450	66750	67600	68750	62650
Supporting Data																			
Total Number	4	4	7	9	16	17	32	43	47	193	419	610	538	450	367	274	270	495	3795
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	2	1	1	2	5	6	8	25
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

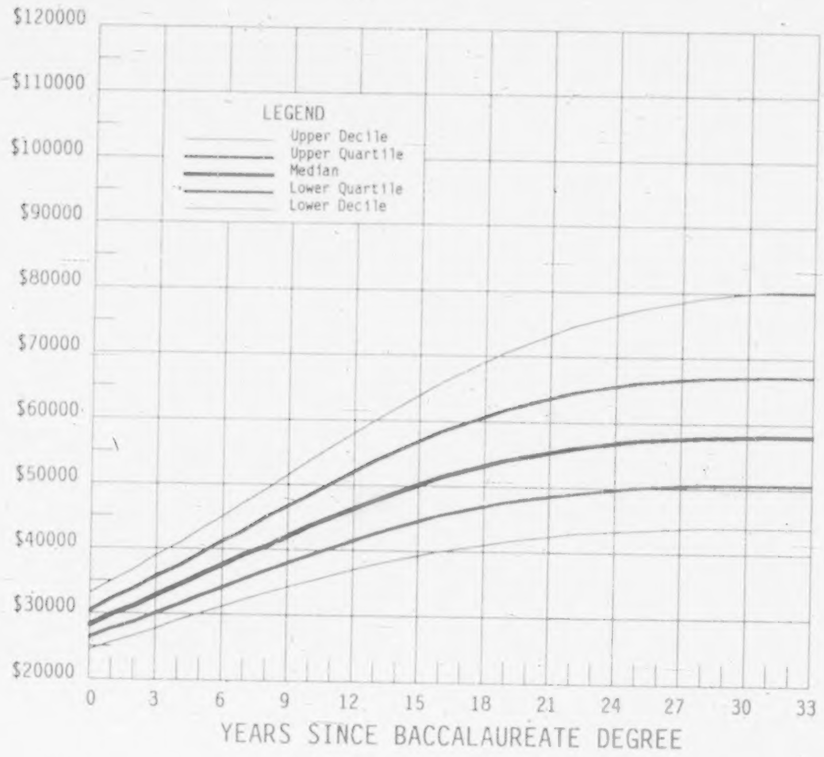
SALARY CURVES FOR ENGINEERS IN CONSULTING AND ENGINEERING SERVICES NON-SUPERVISORS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: CONSULTING AND ENGINEERING SERVICES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	34600	36300	38000	39750	41450	43150	44850	46500	48150	51150	55100	58150	60200	61350	61850	61800	61500	60500	55800
Upper Quartile	31550	33100	34700	36300	37850	39450	41000	42550	44050	46850	50450	53200	55000	56050	56350	56250	55900	54900	49750
Median	29350	30700	32100	33450	34850	36200	37550	38850	40100	42450	45500	47800	49350	50250	50600	50550	50350	49600	42700
Lower Quartile	27450	28650	29850	31050	32200	33350	34500	35600	36650	38600	41050	42850	44050	44700	44900	44850	44650	44000	36100
Lower Decile	25600	26650	27700	28750	29800	30800	31750	32650	33550	35150	37100	38450	39250	39600	39600	39400	39100	38350	31450
Mean	30050	31400	32750	34100	35450	36750	38100	39350	40600	42900	45900	48250	49850	50850	51350	51450	51350	50800	43500
Raw (Unsmoothed) Statistics																			
Upper Decile	33400	36950	37800	39750	40850	43450	45450	46600	48650	51450	55900	58050	58650	59450	60700	61500	62200	63100	55800
Upper Quartile	31250	33550	34600	35750	37250	39850	40950	42950	44500	46800	51650	53200	54000	54050	55700	55500	56700	56900	49750
Median	29300	30800	32150	33000	34050	36500	37550	39500	40650	42500	46250	47500	48150	49100	50200	50950	50300	50900	42700
Lower Quartile	27000	28350	30000	30800	32100	33550	35000	36150	37250	38350	41550	42250	43100	44200	45050	44800	44300	45200	36100
Lower Decile	24650	26250	27600	28800	30150	31250	32500	33150	34400	34700	37250	37650	38450	39550	40200	39550	38750	39100	31450
Mean	29650	31450	32600	33900	35100	36900	38350	39900	41200	42900	46650	47900	48550	49550	51050	51450	51900	52300	43500
Supporting Data																			
Total Number	226	329	418	456	440	460	551	597	497	1225	1205	896	815	656	481	449	299	496	10496
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	1	0	2	6
Less Than $22000	7	5	0	1	0	1	0	1	0	1	2	3	1	0	0	0	0	0	22

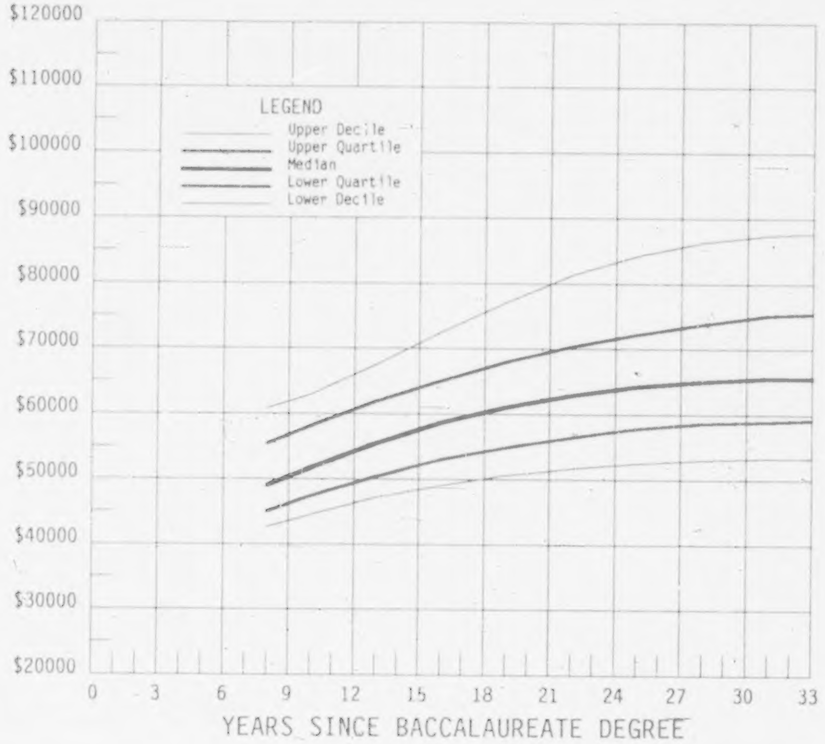
SALARY CURVES FOR ENGINEERS IN CONSULTING
ALL ENGINEERS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: CONSULTING

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smocth Curve Data																			
Upper Decile	33050	34900	36800	38800	40850	42900	45050	47200	49400	53750	60100	65900	70750	74600	77350	79100	80150	80900	67100
Upper Quartile	30450	32150	33850	35650	37450	39300	41200	43050	44950	48650	53850	58400	61950	64500	66150	67000	67300	67100	57450
Median	28350	29800	31300	32850	34400	35950	37500	39100	40650	43650	47850	51400	54150	56100	57300	57950	58150	58000	48050
Lower Quartile	26350	27600	28900	30200	31500	32850	34150	35500	36750	39250	42650	45500	47650	49150	50100	50600	50800	50650	39100
Lower Decile	24600	25700	26750	27850	28950	30050	31150	32200	33250	35250	37900	40050	41700	42850	43600	43950	44100	44050	32200
Mean	28800	30250	31750	33250	34850	36400	38000	39600	41150	44300	48650	52500	55600	57900	59550	60500	61050	61350	49600
Raw (Unsmoothed) Statistics																			
Upper Decile	31900	35400	36550	38250	40650	43650	46050	47350	49800	53750	60550	67600	67850	73700	76600	74700	83100	84050	67100
Upper Quartile	30100	32650	33450	35000	37650	40100	41300	43300	45150	47900	54550	59450	61300	63800	65150	64500	67600	68950	57450
Median	28400	30200	31150	32000	33850	36400	37350	39500	40900	43250	48700	52500	53950	54400	55550	55350	59050	60200	48050
Lower Quartile	25800	27400	28650	30150	31750	33100	34500	35800	37100	39100	43350	46250	46350	47500	49750	50100	51000	52250	39100
Lower Decile	24000	25550	26400	27750	29850	30500	31150	32200	33950	35050	38350	40150	41150	41950	43500	43550	42550	45300	32200
Mean	28550	30250	31400	32900	34950	36650	38200	40100	41450	43950	49300	53500	54600	56500	58550	58350	62000	63450	49600
Supporting Data																			
Total Number	120	175	205	200	203	213	257	276	238	712	924	847	778	612	462	383	300	579	7484
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	1	0	2	4	6	7	21
Less Than $22000	6	4	0	1	0	1	0	0	0	1	0	1	1	0	0	0	0	0	15

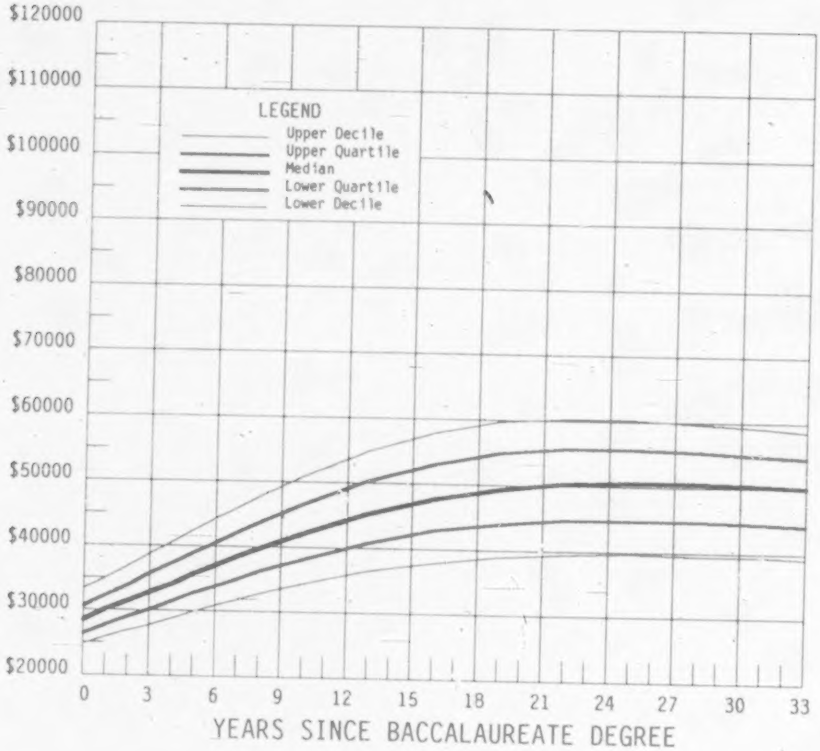
SALARY CURVES FOR ENGINEERS IN CONSULTING SUPERVISORS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: CONSULTING, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	0	0	0	0	0	0	0	0	60750	63050	67500	72450	77200	81200	84250	86300	87500	88350	80000
Upper Quartile	0	0	0	0	0	0	0	0	55500	58100	61800	65100	67950	70400	72350	73900	75100	76800	68750
Median	0	0	0	0	0	0	0	0	49000	51750	55500	58650	61150	63000	64300	65100	65550	65900	61600
Lower Quartile	0	0	0	0	0	0	0	0	45100	47350	50350	52950	55000	56600	57750	58550	59050	59600	54600
Lower Decile	0	0	0	0	0	0	0	0	42600	44550	47100	49150	50750	51850	52600	53000	53250	53350	49950
Mean	0	0	0	0	0	0	0	0	50500	53100	56700	59950	62750	65050	66900	68350	69400	70800	63900
Raw (Unsmoothed) Statistics																			
Upper Decile	0	0	0	0	0	0	0	0	59600	63100	67050	74150	75450	80600	84250	84250	88750	89700	80000
Upper Quartile	0	0	0	0	0	0	0	0	54900	57800	61550	66200	66700	70750	72950	72400	75650	77000	68750
Median	0	0	0	0	0	0	0	0	51900	51000	55750	58500	60950	63400	64600	64800	65250	65950	61600
Lower Quartile	0	0	0	0	0	0	0	0	46250	46450	50450	53000	55650	56750	56450	58200	58450	60200	54600
Lower Decile	0	0	0	0	0	0	0	0	41300	44200	47050	49250	51850	51000	51900	53000	52100	54050	49950
Mean	0	0	0	0	0	0	0	0	51150	52550	56650	60500	62500	64700	67050	67800	69850	70850	63900
Supporting Data																			
Total Number	1	0	0	2	3	4	8	8	11	80	268	399	366	293	231	179	180	349	2382
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	1	0	2	4	6	7	21
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

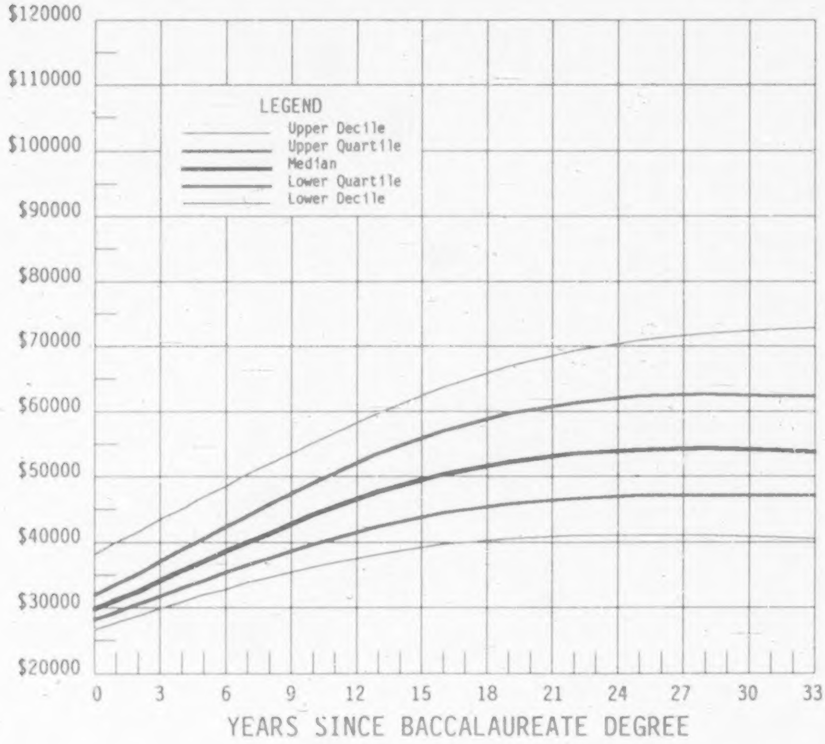
SALARY CURVES FOR ENGINEERS IN CONSULTING
NON-SUPERVISORS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: CONSULTING, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	33250	35050	36850	38700	40550	42400	44200	45950	47700	50900	55000	57950	59700	60400	60400	59850	59100	57400	55150
Upper Quartile	30800	32400	34000	35650	37300	38950	40600	42200	43700	46600	50350	53100	54850	55650	55850	55550	55000	53650	49550
Median	28650	30050	31450	32850	34250	35650	37050	38400	39700	42150	45350	47750	49400	50300	50600	50550	50300	49450	42600
Lower Quartile	26500	27750	29000	30200	31450	32700	33900	35050	36200	38250	40900	42850	44100	44700	44850	44700	44400	43550	35650
Lower Decile	24750	25800	26850	27850	28900	29900	30850	31800	32700	34350	36400	37950	38950	39450	39650	39600	39400	38850	30700
Mean	28900	30300	31750	33150	34600	36000	37400	38750	40050	42500	45650	48000	49550	50350	50550	50450	50100	49100	42950
Raw (Unsmoothed) Statistics																			
Upper Decile	31800	35400	36550	37900	40400	43450	45450	46700	48200	51550	55350	57250	57450	58900	59250	58300	60000	61450	55150
Upper Quartile	30000	32650	33450	34900	37450	40050	40900	43000	44650	46600	51250	52750	53000	53400	54950	54600	56400	56900	49550
Median	28350	30200	31150	31950	33800	36400	37250	39300	40600	42500	46100	47250	47200	48650	50500	51000	50750	51600	42600
Lower Quartile	25800	27400	28650	30150	31700	33100	34500	35650	36850	38550	41400	42000	42300	43500	44900	45350	44250	45550	35650
Lower Decile	23950	25550	26400	27700	29800	30450	31050	32100	33750	34600	36550	36900	37500	39200	39950	40500	38000	40450	30700
Mean	28200	30250	31400	32600	34700	36550	37800	39600	40950	42850	46250	47250	47600	48950	50000	50050	50200	52150	42950
Supporting Data																			
Total Number	119	175	205	198	200	209	249	268	227	632	656	448	412	319	231	204	120	230	5102
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Less Than $22000	6	4	0	1	0	1	0	0	0	1	0	1	1	0	0	0	0	0	15

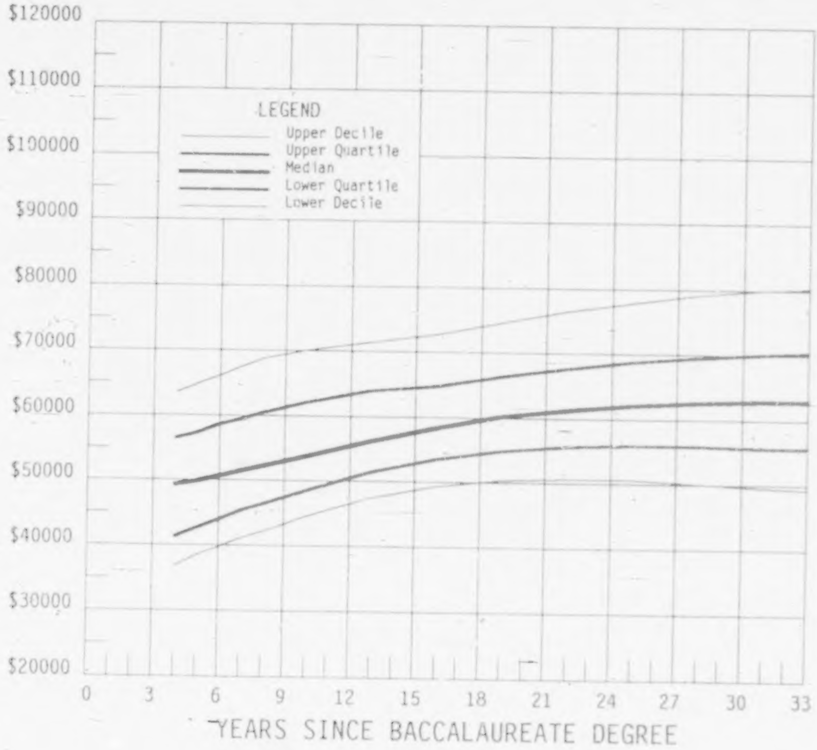
SALARY CURVES FOR ENGINEERS IN OTHER ENGINEERING SERVICES
ALL ENGINEERS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: OTHER ENGINEERING SERVICES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	38250	39900	41650	43350	45100	46850	48600	50300	52000	55300	59850	63750	66900	69250	70900	72000	72600	73150	63150
Upper Quartile	31950	33600	35300	37050	38800	40550	42300	44050	45800	49100	53500	57100	59750	61450	62300	62600	62500	61750	54700
Median	29750	31200	32650	34150	35650	37150	38600	40050	41450	44150	47700	50450	52400	53600	54200	54300	54150	53450	45750
Lower Quartile	28150	29350	30600	31800	33000	34200	35350	36500	37600	39650	42300	44400	45850	46700	47150	47250	47200	46750	37900
Lower Decile	26800	27850	28900	29950	30950	31950	32900	33850	34700	36300	38250	39700	40550	41000	41100	41000	40750	40150	33000
Mean	31500	32900	34300	35750	37150	38600	40000	41350	42700	45300	48700	51500	53550	54950	55800	56200	56300	56100	47500
Raw (Unsmoothed) Statistics																			
Upper Decile	39200	41600	40450	43850	45000	44750	47800	49900	52400	56000	60650	65350	65750	67750	69700	72000	74250	73350	63150
Upper Quartile	32100	34500	35750	36700	37650	40100	42200	43650	46200	49050	54400	58500	59250	59800	62000	61700	62300	62850	54700
Median	30500	31750	33150	33950	34550	36750	37950	40150	41400	43850	48400	51600	52750	52300	54400	53600	53800	53750	45750
Lower Quartile	28600	29300	31000	31400	32450	34100	35700	36800	37950	38850	42700	44800	46000	46400	47600	46900	46550	46900	37900
Lower Decile	26500	27750	29200	30100	30500	32000	33400	34200	35350	35200	38500	39650	40850	41300	41950	40050	40350	40200	33000
Mean	31800	33400	34450	35600	36500	37950	40050	41500	42900	45000	49050	52400	53450	54000	55750	56000	56400	56300	47500
Supporting Data																			
Total Number	110	158	220	265	253	264	326	365	307	709	704	660	577	498	389	340	269	420	6834
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	0	1	3	2	0	3	10
Less Than $22000	1	1	0	0	0	0	0	1	0	0	2	2	0	0	0	0	0	0	7

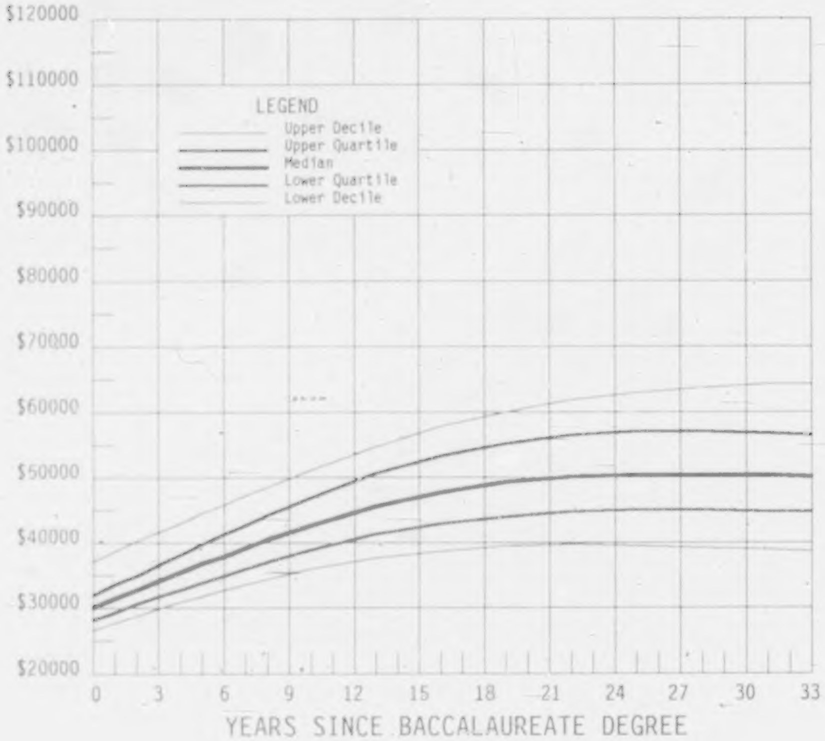
SALARY CURVES FOR ENGINEERS IN OTHER ENGINEERING SERVICES SUPERVISORS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: OTHER ENGINEERING SERVICES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	0	0	0	0	63450	64200	65000	65750	66500	68000	70250	72900	74650	76450	78000	79200	80100	80900	74650
Upper Quartile	0	0	0	0	56350	57050	57850	58600	59400	60950	62300	64700	66350	67750	68900	69700	70200	70650	66600
Median	0	0	0	0	49250	49950	50700	51450	52300	53950	56350	58450	60150	61350	62200	62750	63000	63200	60000
Lower Quartile	0	0	0	0	41350	42700	44000	45250	46450	48650	51450	53500	54900	55650	56000	56000	55800	55150	52700
Lower Decile	0	0	0	0	36900	38300	39650	41000	42250	44550	47350	49250	50350	50750	50650	50250	49700	48500	47150
Mean	0	0	0	0	53350	53500	53850	54250	54750	55900	57800	59650	61200	62450	63300	63900	64200	64400	60600
Raw (Unsmoothed) Statistics																			
Upper Decile	0	0	0	0	71400	70800	70400	81250	67200	72400	68300	72350	78150	77750	73700	84150	78650	80350	74650
Upper Quartile	0	0	0	0	67000	59000	64000	61250	62300	61350	61900	65650	67500	67750	68850	69600	70000	69750	66600
Median	0	0	0	0	52250	46500	53000	50400	52500	53400	55250	59750	61050	61300	62450	62100	62250	62500	60000
Lower Quartile	0	0	0	0	44400	41750	44750	44400	47000	47950	50700	54300	55500	54550	56300	57250	55500	54750	52700
Lower Decile	0	0	0	0	41450	38450	39200	40250	41450	44100	46600	50000	51000	49850	51600	50500	49400	48150	47150
Mean	0	0	0	0	55300	51600	55350	53900	54550	55700	56250	60650	62750	62550	62650	64750	63050	63600	60600
Supporting Data																			
Total Number	3	4	7	7	13	13	24	35	36	113	152	211	173	157	138	95	90	148	1419
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	1	0	1	4
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

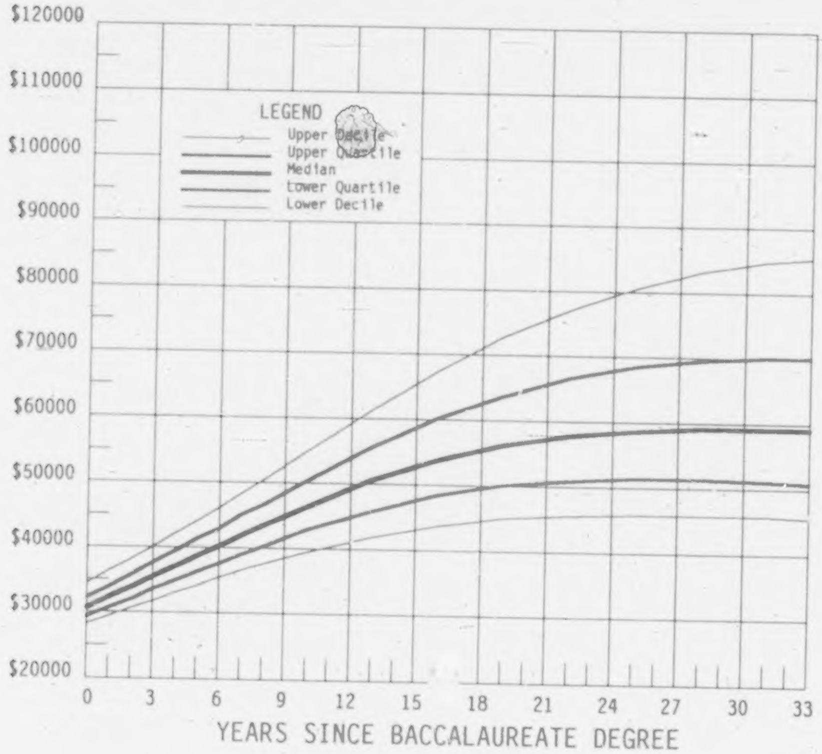
SALARY CURVES FOR ENGINEERS IN OTHER ENGINEERING SERVICES
NON-SUPERVISORS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: OTHER ENGINEERING SERVICES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	37200	38700	40150	41600	43050	44500	45900	47300	48650	51300	54800	57750	60050	61800	63000	63750	64200	64550	56700
Upper Quartile	31950	33500	35050	36600	38200	39750	41250	42800	44250	47000	50600	53400	55300	56450	56950	57000	56800	56000	49950
Median	30000	31350	32700	34050	35350	36700	37950	39200	40450	42700	45600	47800	49300	50150	50500	50500	50350	49650	42800
Lower Quartile	28300	29450	30600	31750	32850	33950	35000	36050	37050	38900	41200	42900	44050	44750	45000	45000	44850	44350	36450
Lower Decile	26800	27850	28900	29900	30850	31800	32750	33600	34400	35900	37600	38750	39400	39650	39550	39300	38950	38200	32250
Mean	31150	32450	33700	35000	36250	37500	38700	39900	41050	43250	46100	48400	50100	51250	51950	52300	52400	52250	44100
Raw (Unsmoothed) Statistics																			
Upper Decile	38800	40300	39000	41750	42200	43400	45450	46450	48850	51350	57050	58700	59450	59850	62100	63900	63700	65450	56700
Upper Quartile	31900	34200	35450	36300	37150	39600	41000	42850	44250	46950	52100	53650	54900	54500	56650	57200	57050	56700	49950
Median	30400	31600	33050	33800	34300	36500	37700	39650	40700	42500	46500	47850	49100	49500	49800	50900	49950	50150	42800
Lower Quartile	28500	29250	30950	31350	32350	34000	35500	36500	37500	38150	41750	42550	44350	44700	45200	44300	44350	44900	36450
Lower Decile	26450	27700	29150	30100	30400	31900	33300	34000	34950	34800	38100	38450	39300	39950	40450	39050	39150	37850	32250
Mean	31300	32800	33750	34900	35450	37200	38800	40200	41350	42950	47050	48550	49500	50100	51950	52600	53100	52350	44100
Supporting Data																			
Total Number	107	154	213	258	240	251	302	330	271	596	552	449	404	341	251	245	179	272	5415
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	1	0	2	6
Less Than $22000	1	1	0	0	0	0	0	1	0	0	2	2	0	0	0	0	0	0	7

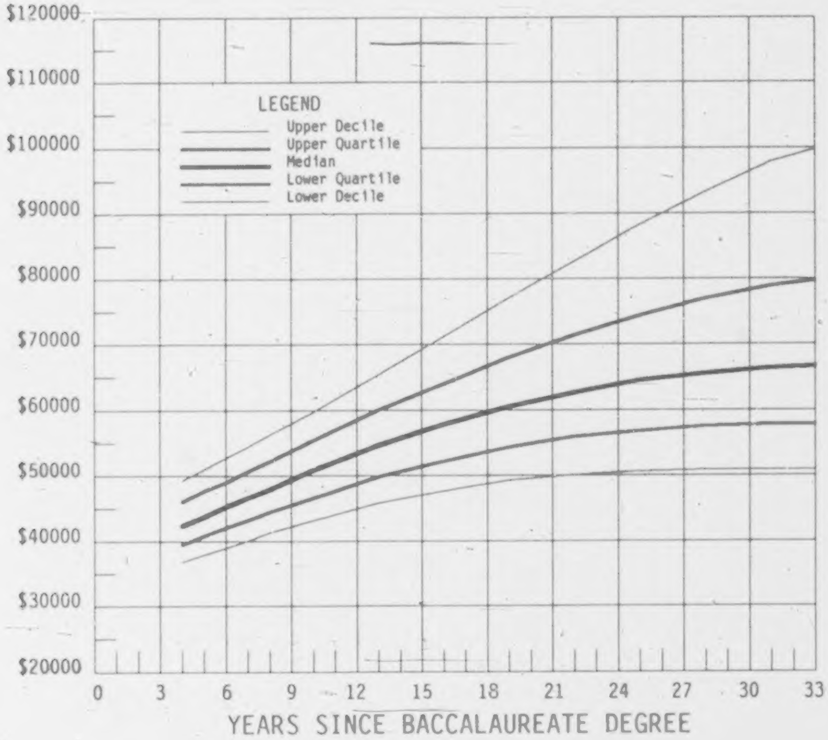
SALARY CURVES FOR ENGINEERS IN ELECTRIC AND GAS UTILITIES
ALL ENGINEERS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: ELECTRIC AND GAS UTILITIES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	34350	36200	38050	40000	42050	44100	46200	48350	50500	54850	61300	67350	72700	77100	80550	83100	84800	86750	65750
Upper Quartile	32350	34000	35750	37550	39350	41200	43050	44950	46800	50450	55650	60150	63850	66550	68400	69550	70100	70350	55700
Median	30800	32350	33900	35500	37100	38700	40300	41900	43500	46500	50550	53850	56300	57900	58800	59200	59200	58700	47300
Lower Quartile	29300	30700	32100	33500	34950	36350	37700	39050	40400	42850	46000	48450	50100	51000	51400	51350	51100	50300	40200
Lower Decile	28250	29450	30650	31850	33050	34200	35350	36450	37500	39450	41900	43750	45000	45700	45950	45950	45750	45150	33900
Mean	31300	32800	34300	35900	37450	39050	40650	42250	43850	46900	51250	55000	58100	60450	62100	63150	63750	64200	49500
Raw (Unsmoothed) Statistics																			
Upper Decile	34000	35600	36350	40550	42500	45650	47150	49150	50750	55000	60800	66900	70350	76900	78300	84500	83700	90700	65750
Upper Quartile	31900	33500	34500	37650	39100	42850	44000	45800	47700	50550	55200	59250	62300	65900	67500	70450	70100	72750	55700
Median	30650	31800	32950	35200	36650	40100	41400	42600	44250	46700	49950	53100	55350	57400	58350	59900	59600	60000	47300
Lower Quartile	29200	30400	31400	33050	34200	37500	38800	39650	40300	43250	45600	48050	49300	50250	51100	52000	50600	51550	40200
Lower Decile	28200	28900	30200	31550	32450	35050	36300	37150	37550	39750	41350	43650	43850	45400	46200	46400	45650	45850	33900
Mean	31300	32350	33200	35800	37050	40250	41550	42850	44200	47250	50750	54650	56750	60200	61000	63700	63100	66300	49500
Supporting Data																			
Total Number	250	366	462	426	431	670	701	658	546	1518	1482	1517	888	656	521	424	369	696	12581
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	7	4	4	4	29	49
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

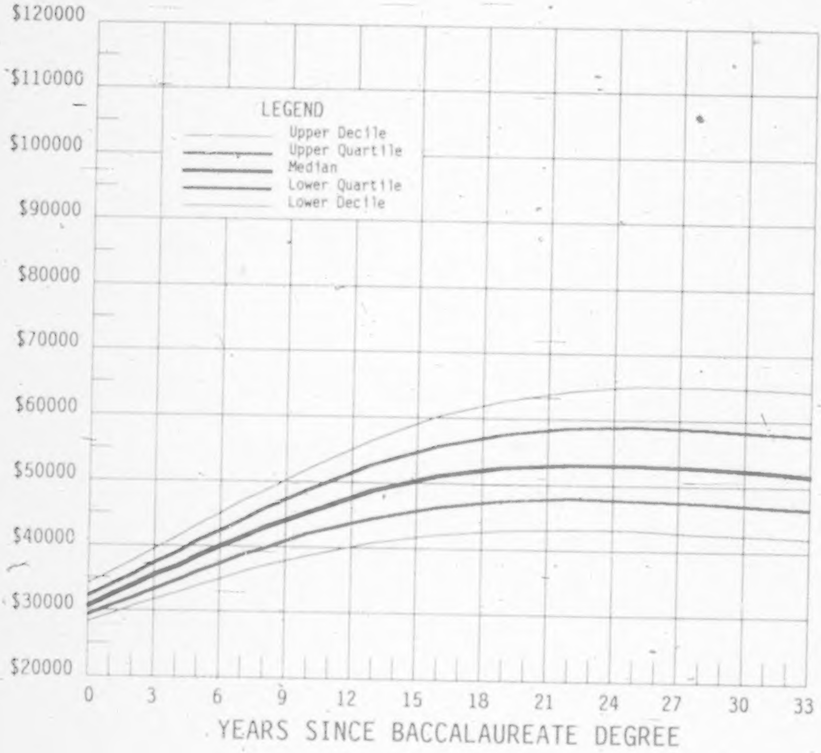
SALARY CURVES FOR ENGINEERS IN ELECTRIC AND GAS UTILITIES SUPERVISORS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: ELECTRIC AND GAS UTILITIES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	0	0	0	0	49400	51050	52750	54450	56200	59850	65450	71200	77050	82750	88250	93300	97800	105500	78850
Upper Quartile	0	0	0	0	46150	47650	49200	50750	52300	55400	59900	64100	68000	71500	74450	76950	78900	81900	66900
Median	0	0	0	0	42400	43850	45300	46700	48100	50850	54600	57900	60650	62800	64500	65700	66500	67450	57850
Lower Quartile	0	0	0	0	39550	40800	42100	43300	44500	46800	49850	52400	54400	55900	56900	57550	57900	58200	50600
Lower Decile	0	0	0	0	36700	37850	39000	40100	41200	43200	45800	47800	49250	50200	50700	50950	50950	50700	45350
Mean	0	0	0	0	42950	44400	45800	47250	48650	51500	55550	59300	62700	65650	68100	70050	71600	73850	61100
Raw (Unsmoothed) Statistics																			
Upper Decile	0	0	0	0	49000	49250	50600	52800	57700	61650	66400	71150	74500	85000	85400	92250	91750	111600	78850
Upper Quartile	0	0	0	0	45300	47100	48300	50250	52700	56100	60200	64600	66700	72250	72000	77400	76100	84300	66900
Median	0	0	0	0	40600	42300	45100	46950	49000	51550	55200	57700	59500	62850	64250	65800	64650	68900	57850
Lower Quartile	0	0	0	0	38050	39050	41650	43450	45950	47650	50200	52150	53700	55600	56900	57950	56250	59250	50600
Lower Decile	0	0	0	0	34850	36900	39150	39350	41950	44000	46300	47700	48350	49650	50300	52750	48800	51600	45350
Mean	0	0	0	0	41550	43000	45500	46800	49600	52400	55950	59250	61400	66600	66950	70200	68650	76000	61100
Supporting Data																			
Total Number	5	3	7	18	37	62	84	91	98	380	535	699	450	350	272	263	223	392	3969
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	7	4	4	4	29	49
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

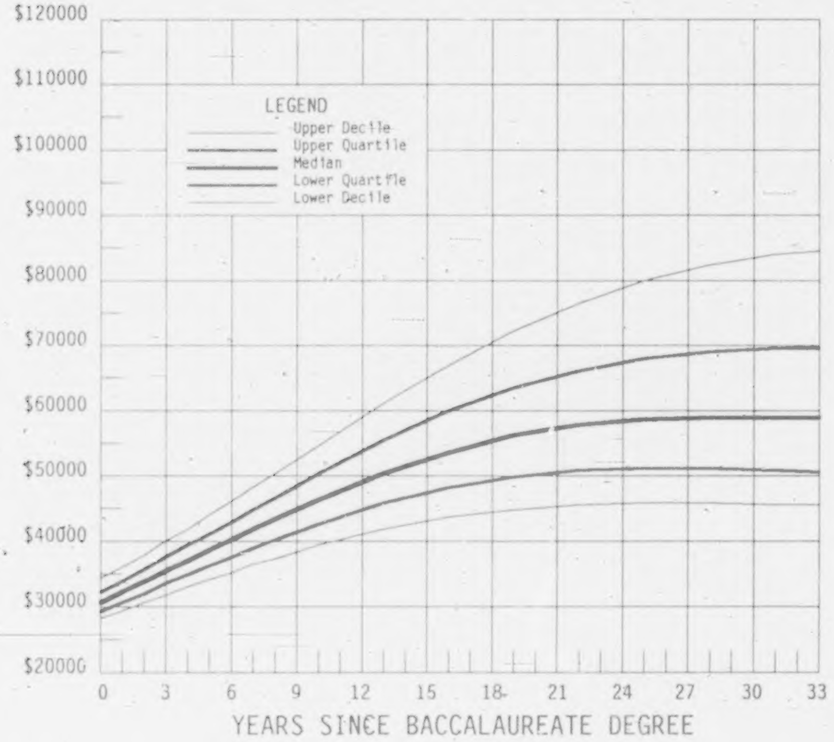
SALARY CURVES FOR ENGINEERS IN ELECTRIC AND GAS UTILITIES NON-SUPERVISORS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: ELECTRIC AND GAS UTILITIES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	34100	35850	37650	39500	41350	43200	45000	46850	48600	52050	56550	60150	62700	64250	65000	65100	64900	63900	55700
Upper Quartile	32150	33850	35550	37250	39000	40750	42450	44100	45750	48850	52800	55800	57700	58700	58950	58750	58250	56900	49450
Median	30700	32250	33800	35350	36900	38450	39950	41450	42850	45450	48750	51100	52500	53100	53100	52700	52150	50800	43600
Lower Quartile	29300	30650	32050	33400	34750	36100	37400	38650	39850	42000	44650	46500	47550	47900	47800	47400	46900	45700	37550
Lower Decile	28250	29400	30600	31750	32850	33950	35050	36050	37000	38700	40800	42150	42950	43200	43100	42750	42350	41400	32550
Mean	31050	32550	34050	35600	37100	38600	40050	41500	42850	45450	48750	51250	52850	53650	53900	53750	53400	52350	44150
Raw (Unsmoothed) Statistics																			
Upper Decile	33700	35500	36250	40000	41000	44800	46300	47850	49050	51750	55450	59300	62000	62750	64950	65200	66850	66050	55700
Upper Quartile	31800	33450	34450	37400	38450	42600	43550	44950	46400	48750	51650	54650	57100	57950	59300	57600	60350	58800	49450
Median	30600	31800	32900	35050	36450	40000	41050	42150	43250	45600	47950	50050	51500	52600	53100	51800	53550	52650	43600
Lower Quartile	29150	30400	31400	32950	34000	37350	38600	39400	39650	42300	44000	45850	46150	47300	48250	47150	47300	47250	37550
Lower Decile	28150	28850	30200	31450	32350	34900	36050	36900	36900	39000	39900	41900	41450	42700	44250	42700	42350	42550	32550
Mean	31000	32250	33150	35400	36600	40000	41000	42250	43000	45550	47800	50700	52000	52900	54500	53050	54650	53700	44150
Supporting Data																			
Total Number	245	363	455	408	394	608	617	567	448	1138	947	818	438	306	249	161	146	304	8612
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

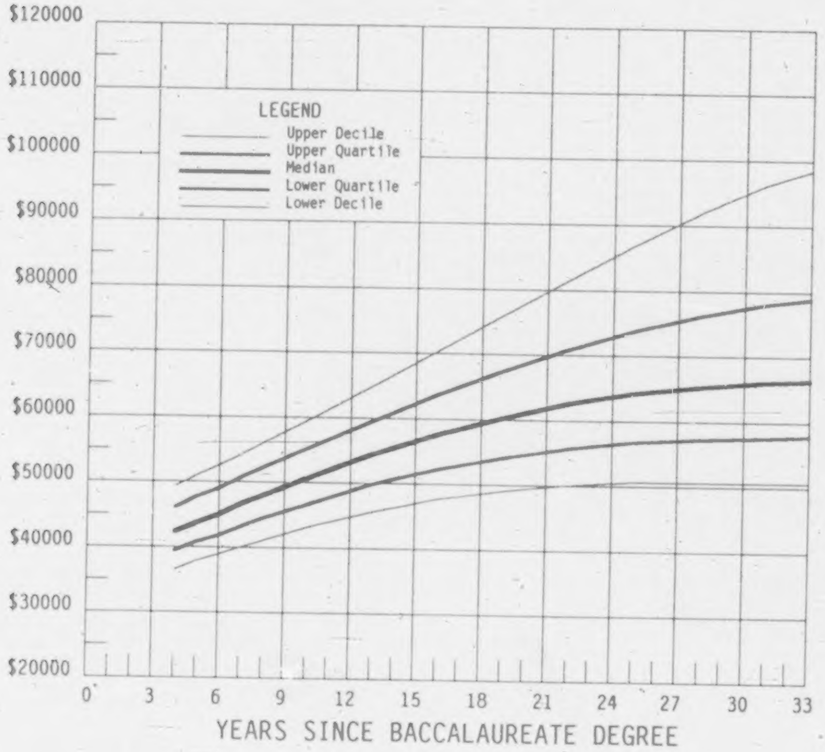
SALARY CURVES FOR ENGINEERS IN ELECTRIC UTILITIES
ALL ENGINEERS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: ELECTRIC UTILITIES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	34300	36100	38000	39950	41950	44000	46100	48200	50350	54700	61050	67000	72250	76550	79900	82350	84000	85850	65300
Upper Quartile	32300	34000	35750	37500	39350	41150	43000	44900	46750	50350	55500	59950	63550	66200	68000	69050	69550	69700	55500
Median	30800	32350	33900	35500	37100	38700	40300	41900	43450	46400	50450	53700	56150	57750	58650	59000	59000	58500	47250
Lower Quartile	29300	30700	32100	33550	34950	36350	37700	39050	40350	42800	45950	48350	49950	50900	51250	51200	50950	50100	40150
Lower Decile	28250	29450	30650	31850	33050	34200	35300	36400	37450	39400	41850	43700	44900	45600	45850	45850	45650	45000	33900
Mean	31300	32800	34300	35850	37450	39000	40600	42200	43750	46800	51100	54800	57850	60100	61700	62750	63300	63750	49300
Raw (Unsmoothed) Statistics																			
Upper Decile	33900	35500	36250	40400	42500	45700	46950	49150	50600	54900	60450	66600	69300	76500	77550	83900	83500	89800	65300
Upper Quartile	31850	33500	34500	37550	39100	42850	43950	45750	47650	50450	55100	59050	61850	65650	67100	69700	69750	72150	55500
Median	30650	31800	32950	35150	36650	40100	41400	42500	44200	46650	49900	52950	55100	57250	58100	59700	59350	59850	47250
Lower Quartile	29200	30450	31450	33000	34200	37500	38800	39600	40250	43250	45550	48000	49100	50100	50950	51700	50300	51450	40150
Lower Decile	28200	28950	30200	31500	32450	35050	36250	37050	37500	39750	41350	43600	43700	45300	46100	46250	45550	45750	33900
Mean	31300	32350	33200	35700	37050	40250	41500	42800	44100	47200	50650	54400	56300	59950	60650	63250	62700	65900	49300
Supporting Data																			
Total Number	246	357	449	419	421	656	688	641	538	1477	1454	1494	864	640	507	409	357	679	12296
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	7	3	4	3	27	45
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

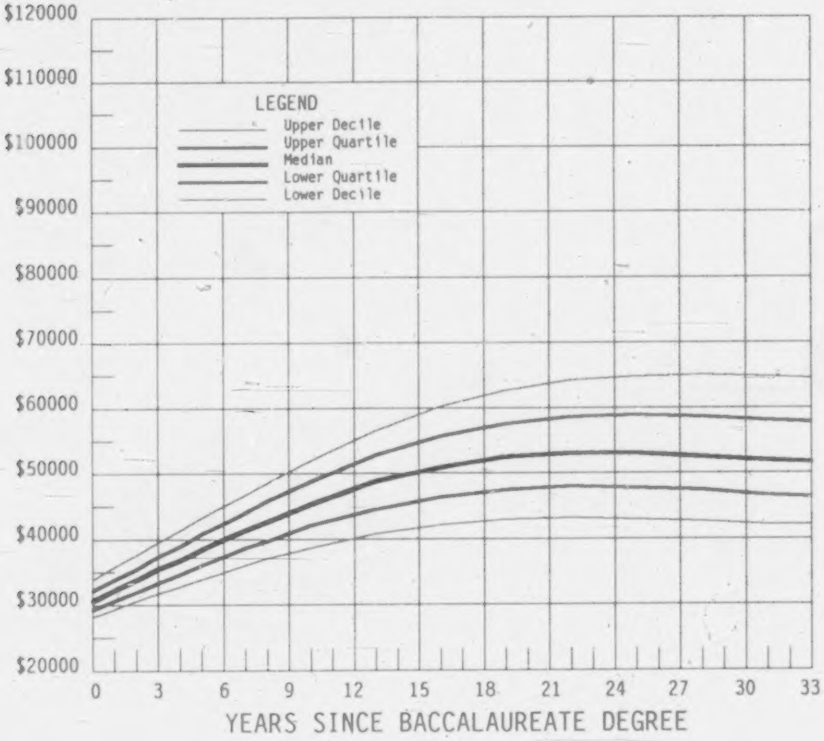
SALARY CURVES FOR ENGINEERS IN ELECTRIC UTILITIES SUPERVISORS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: ELECTRIC UTILITIES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	0	0	0	0	49300	50900	52500	54200	55900	59400	64850	70450	76100	81700	87050	92000	96400	104000	77900
Upper Quartile	0	0	0	0	46100	47600	49100	50650	52150	55200	59600	63750	67600	71000	73900	76350	78250	81200	66500
Median	0	0	0	0	42350	43800	45200	46600	48000	50700	54400	57650	60400	62550	64150	65350	66150	67100	57600
Lower Quartile	0	0	0	0	39400	40700	41950	43200	44400	46700	49750	52250	54250	55700	56700	57350	57700	57950	50450
Lower Decile	0	0	0	0	36600	37750	38900	40000	41100	43100	45650	47650	49100	50000	50550	50750	50750	50450	45250
Mean	0	0	0	0	42950	44350	45750	47100	48500	51250	55200	58900	62200	65100	67550	69550	71100	73400	60700
Raw (Unsmoothed) Statistics																			
Upper Decile	0	0	0	0	48900	49300	49850	52850	57350	61250	65850	70550	72850	83950	84850	90750	91000	109700	77900
Upper Quartile	0	0	0	0	44950	47150	48050	50250	52600	56000	59900	64200	66100	71900	71600	76550	76000	83400	66500
Median	0	0	0	0	40550	42250	44950	46900	48900	51400	55050	57500	59150	52650	63950	65350	64200	68600	57600
Lower Quartile	0	0	0	0	37850	39000	41600	43200	45850	47550	50050	52050	53500	55350	56750	57900	56000	59000	50450
Lower Decile	0	0	0	0	34750	36850	39100	39150	41850	43800	46200	47650	48100	49450	50200	52350	48700	51400	45250
Mean	0	0	0	0	41400	43000	45300	46750	49400	52250	55650	58800	60750	66250	66500	69700	68250	75500	60700
Supporting Data																			
Total Number	5	3	7	17	35	61	82	87	96	364	522	682	431	339	263	251	216	380	3841
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	7	3	4	3	27	45
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

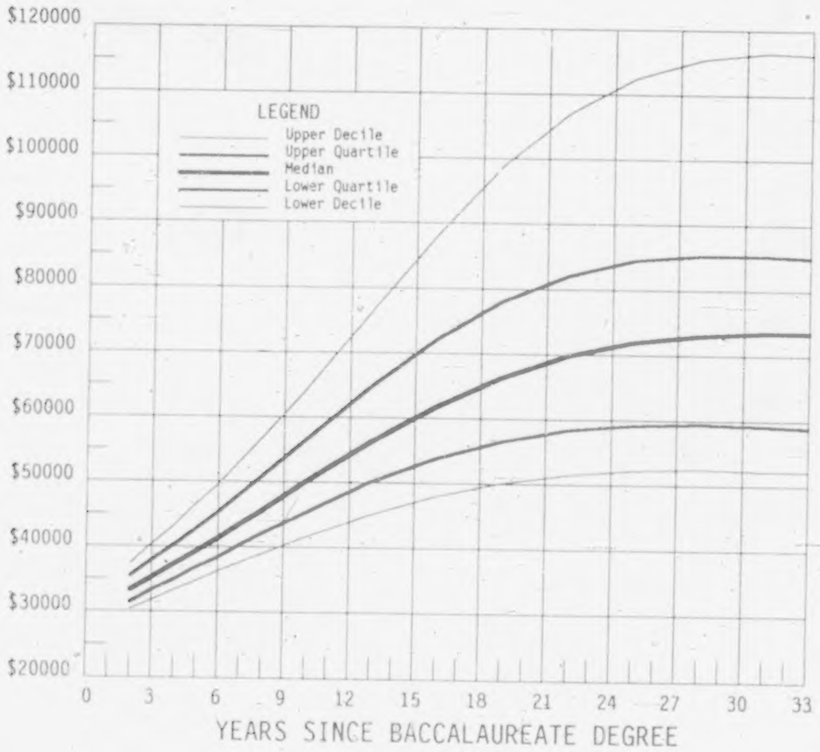
SALARY CURVES FOR ENGINEERS IN ELECTRIC UTILITIES NON-SUPERVISORS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: ELECTRIC UTILITIES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	34000	35800	37600	39400	41250	43100	44950	46800	48600	52000	56550	60150	62650	64200	64900	65000	64750	63700	55650
Upper Quartile	32150	33850	35550	37250	39000	40700	42450	44100	45750	48800	52750	55750	57650	58650	58900	58650	58150	56800	49450
Median	30700	32250	33800	35350	36900	38450	39950	41400	42800	45450	48700	51050	52450	53050	53050	52650	52050	50750	43600
Lower Quartile	29300	30650	32050	33400	34750	36100	37400	38650	39850	42000	44650	46500	47500	47900	47750	47350	46800	45650	37550
Lower Decile	28250	29450	30600	31750	32900	34000	35050	36050	37000	38700	40750	42100	42900	43150	43000	42700	42250	41350	32550
Mean	31050	32550	34050	35550	37100	38600	40050	41500	42850	45450	48750	51200	52800	53600	53850	53650	53300	52250	44100
Raw (Unsmoothed) Statistics																			
Upper Decile	33600	35400	36150	39900	41050	44800	46200	47800	49000	51700	55450	59300	61850	62850	64300	65300	66600	66050	55650
Upper Quartile	31800	33450	34450	37350	38500	42600	43500	44900	46400	48750	51600	54650	56950	58000	59050	57400	60200	58800	49450
Median	30600	31800	32900	35000	36450	40000	41050	42100	43200	45600	47950	50000	51450	52450	52950	51650	53450	52700	43600
Lower Quartile	29150	30450	31450	32950	34000	37300	38550	39350	39600	42350	44050	45850	46100	47300	48150	47050	47250	47150	37550
Lower Decile	28150	28950	30200	31450	32350	34900	36000	36850	36900	38950	39950	41900	41400	42600	44150	42600	42150	42500	32550
Mean	31000	32250	33150	35350	36650	40000	40950	42200	43000	45550	47800	50700	51850	52900	54400	53000	54250	53700	44100
Supporting Data																			
Total Number	241	354	442	402	386	595	606	554	442	1113	932	812	433	301	244	158	141	299	8455
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

SALARY CURVES FOR ENGINEERS IN GAS UTILITIES
ALL ENGINEERS, ALL DEGREE LEVELS

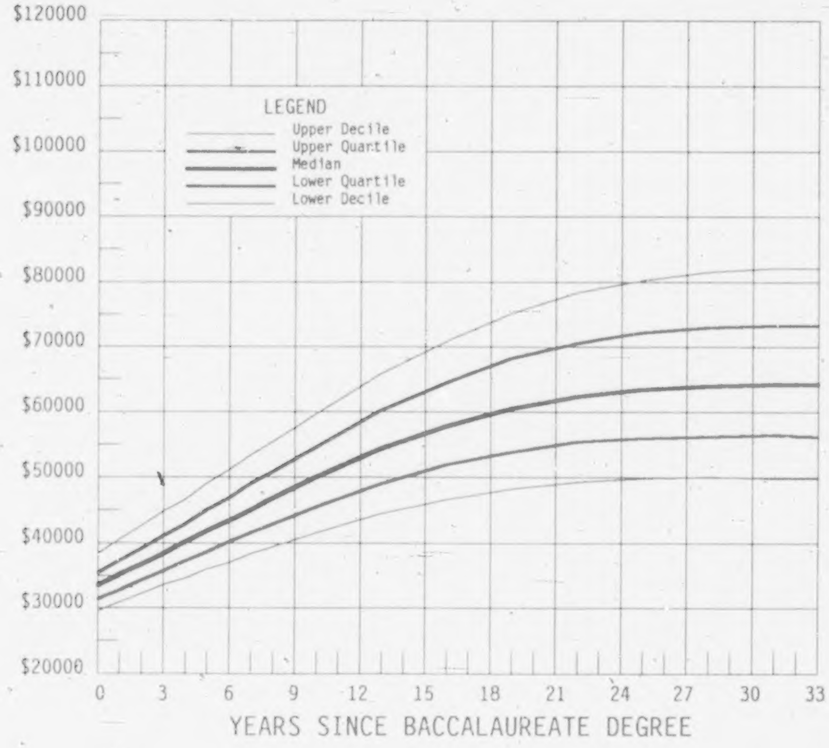


ENGINEERING SALARY STATISTICS: GAS UTILITIES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	0	0	37450	40250	43200	46300	49600	53050	56700	64350	75400	88300	98900	107150	112650	115550	116600	115550	86250
Upper Quartile	0	0	35400	37750	40200	42750	45400	48100	50850	56450	64750	72150	78100	82200	84500	85400	85350	83850	67250
Median	0	0	33300	35250	37250	39300	41400	43500	45700	50000	56250	61850	66450	69800	72000	73150	73650	73450	52350
Lower Quartile	0	0	31500	33200	34950	36700	38450	40250	42000	45400	50100	53900	56650	58400	59200	59400	59150	58150	42050
Lower Decile	0	0	30350	31800	33250	34700	36150	37550	38950	41650	45200	48100	50200	51550	52250	52500	52400	51850	36050
Mean	0	0	33450	35500	37650	39900	42200	44550	46900	51750	58800	65200	70400	74150	76500	77700	78050	77450	57650
Raw (Unsmoothed) Statistics																			
Upper Decile	0	0	37150	0	47000	43750	54050	50450	0	59600	85500	110600	94000	97000	93000	106250	120000	132500	86250
Upper Quartile	0	0	35750	0	38750	42500	51100	46850	0	53400	65350	77000	86650	80000	78000	81250	76000	91900	67250
Median	0	0	32500	0	36650	40400	43250	44300	0	49250	53750	65500	72000	62650	68000	76500	68000	78000	52350
Lower Quartile	0	0	30900	0	34500	38300	39700	42100	0	43600	47000	57500	60000	57350	61000	57500	60000	57000	42050
Lower Decile	0	0	30100	0	32000	35400	38200	40550	0	40300	40400	50450	54200	53900	53600	53750	50600	49550	36050
Mean	0	0	33000	0	37250	40200	45300	44800	0	49900	57250	71150	73950	69600	74100	75300	74950	81350	57650
Supporting Data																			
Total Number	4	9	13	7	10	14	13	17	8	41	28	23	24	16	14	15	12	17	285
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	2	4
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

NOTE: The composition of the responding companies in this sector changed substantially in 1988. Comparisons with results from previous years may be affected.

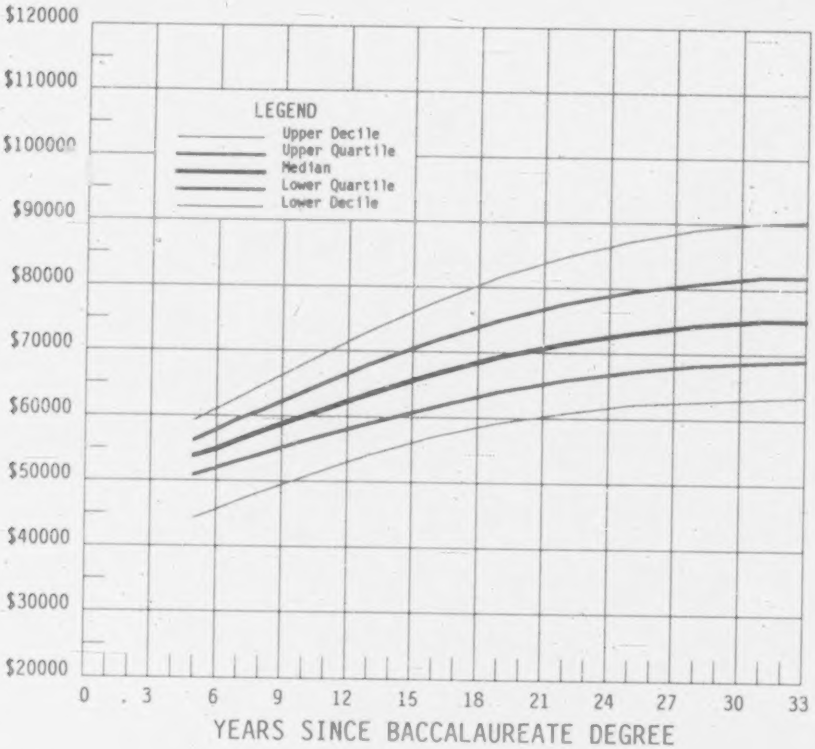
SALARY CURVES FOR ENGINEERS IN RESEARCH & DEVELOPMENT LABORATORIES
ALL ENGINEERS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: RESEARCH & DEVELOPMENT LABORATORIES

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	38500	40500	42600	44700	46800	49000	51200	53350	55550	59850	65850	71050	75250	78300	80350	81550	82150	82300	73150
Upper Quartile	35450	37300	39200	41100	43050	45050	47050	49000	51000	54800	60150	64650	68200	70650	72250	73050	73350	73150	62900
Median	33500	35150	36800	38450	40150	41850	43550	45200	46850	50050	54300	57900	60550	62400	63550	64050	64250	63950	52550
Lower Quartile	31450	32900	34350	35800	37300	38750	40200	41600	43000	45600	49100	51900	53950	55350	56100	56400	56450	56100	44000
Lower Decile	29700	31000	32250	33500	34750	36000	37200	38400	39550	41700	44500	46700	48250	49250	49800	50000	49950	49600	37350
Mean	34050	35700	37350	39000	40700	42350	44050	45700	47350	50500	54850	58450	61300	63300	64550	65250	65550	65500	54200
Raw (Unsmoothed) Statistics																			
Upper Decile	41350	39350	41150	43950	45700	49350	52600	55150	56350	60450	65200	69450	74800	78650	80250	82750	81350	82450	73150
Upper Quartile	33250	37250	39450	41200	42900	46250	48850	51050	51950	54800	58750	62100	67850	70450	72400	74100	73650	73800	62900
Median	31300	34450	36900	39100	40100	43250	45300	47200	48000	50250	53200	55250	59500	62100	63850	64350	64700	65050	52550
Lower Quartile	30150	32300	33900	36200	37750	39600	41400	43400	43500	45800	48450	50250	53050	55150	55900	56450	56800	57050	44000
Lower Decile	28550	30550	32150	34000	34800	37100	38050	39500	39450	41600	44250	45300	47600	50000	50000	50000	49450	50150	37350
Mean	33300	35150	36900	39300	40450	43250	45400	47250	48050	50700	54050	56450	60600	63350	65000	65950	65650	65850	54200
Supporting Data																			
Total Number	509	716	913	859	815	937	873	1003	869	2491	2044	1804	1740	1682	1556	1588	1140	2053	23592
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	2	4	3	0	1	10
Less Than $22000	2	0	0	0	0	0	1	1	0	0	1	0	0	1	0	0	0	0	6

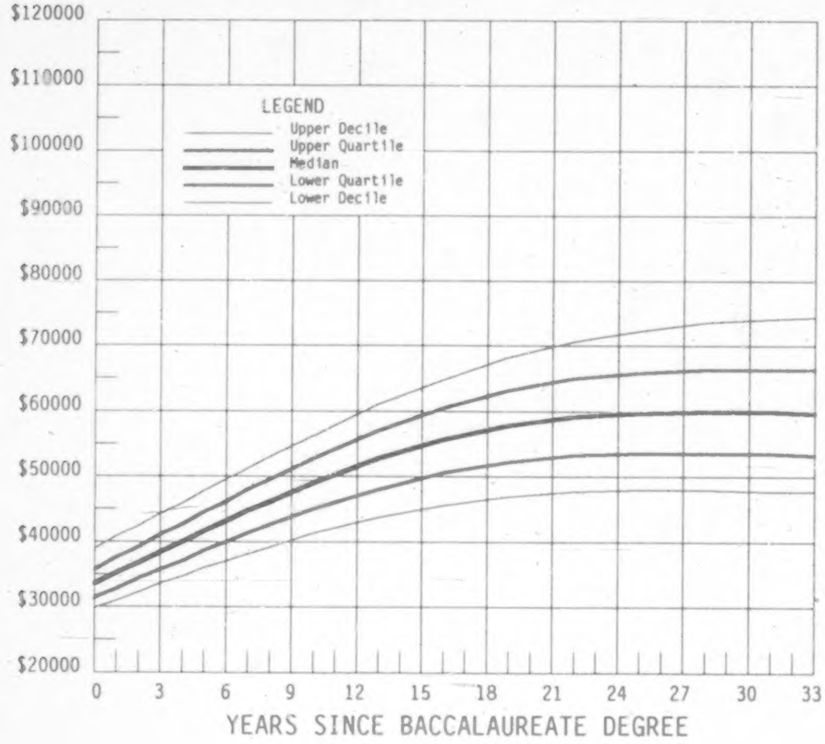
SALARY CURVES FOR ENGINEERS IN RESEARCH & DEVELOPMENT LABORATORIES
SUPERVISORS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: RESEARCH & DEVELOPMENT LABORATORIES, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	0	0	0	0	0	59200	60950	62750	64500	68000	73050	77600	81600	84850	87300	89050	90200	91200	84450
Upper Quartile	0	0	0	0	0	56350	57900	59400	60900	63850	68050	71800	75000	77550	79500	80900	81800	82550	76900
Median	0	0	0	0	0	53800	55050	56300	57550	59950	63450	66600	69300	71500	73200	74350	75100	75750	69800
Lower Quartile	0	0	0	0	0	51050	52050	53100	54100	56150	59050	61650	63950	65800	67200	68200	68800	69350	62450
Lower Decile	0	0	0	0	0	44200	45550	46900	48250	50750	54100	56950	59200	60900	62050	62800	63300	63650	56700
Mean	0	0	0	0	0	53150	54550	55950	57300	60000	63700	67100	69950	72300	74100	75400	76300	77100	70550
Raw (Unsmoothed) Statistics																			
Upper Decile	0	0	0	0	0	58250	59850	61450	66000	69150	73850	75200	80500	84250	90350	92850	88750	88500	84450
Upper Quartile	0	0	0	0	0	54700	58050	59000	61650	64500	67750	70900	74850	77700	79950	82750	80350	81850	76900
Median	0	0	0	0	0	51850	55200	56500	58100	60550	62700	66000	69850	71200	73600	75800	74300	74950	69800
Lower Quartile	0	0	0	0	0	49600	51700	52900	55100	56850	58350	60800	64600	65200	68300	69150	68100	68600	62450
Lower Decile	0	0	0	0	0	38900	44750	45700	50000	52200	54650	56200	58600	60300	62650	63050	62750	64050	56700
Mean	0	0	0	0	0	51000	55300	55100	58300	60750	63500	65850	69950	72050	75350	77050	75450	75950	70550
Supporting Data																			
Total Number	3	0	1	5	7	23	45	87	80	322	368	394	528	564	504	532	372	563	4398
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	2	4	3	0	1	10
Less Than $22000	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	2

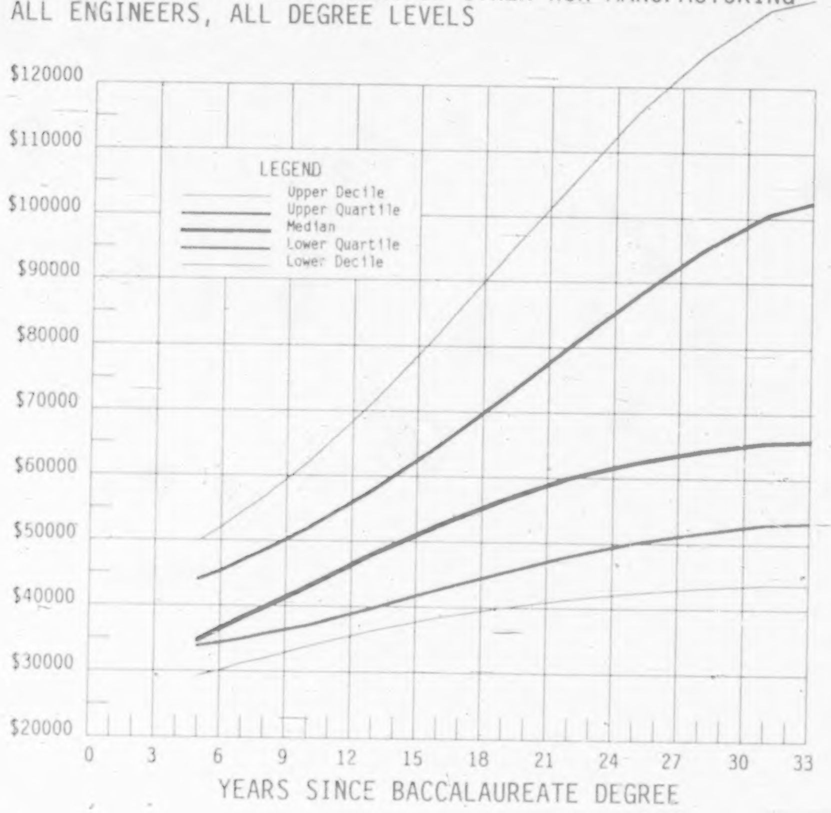
SALARY CURVES FOR ENGINEERS IN RESEARCH & DEVELOPMENT LABORATORIES NON-SUPERVISORS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: RESEARCH & DEVELOPMENT LABORATORIES, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	39050	40750	42500	44250	46000	47800	49550	51300	53000	56350	60950	64900	68150	70650	72400	73550	74250	74900	65500
Upper Quartile	35800	37500	39250	41000	42750	44500	46250	47950	49650	52850	57150	60650	63250	65000	66000	66450	66500	66100	57450
Median	33650	35200	36800	38400	40000	41600	43200	44700	46200	49050	52800	55750	57850	59150	59850	60050	59950	59300	49700
Lower Quartile	31500	32900	34350	35750	37150	38550	39950	41250	42550	45000	48100	50550	52200	53200	53650	53700	53550	52950	41900
Lower Decile	29800	31050	32250	33500	34700	35900	37050	38150	39200	41200	43700	45600	46900	47600	47900	47950	47750	47200	36400
Mean	34250	35800	37300	38850	40350	41900	43400	44900	46300	49050	52700	55650	57850	59300	60200	60600	60750	60500	50450
Raw (Unsmoothed) Statistics																			
Upper Decile	40900	39350	41100	43850	45600	48900	51450	52900	53950	56550	60000	63250	67600	70850	72500	73050	74500	75850	65500
Upper Quartile	33200	37250	39400	41150	42850	46100	48400	50050	50900	52900	55850	58150	61750	63750	66000	66200	67500	68100	57450
Median	31300	34450	36900	39100	40100	43100	45000	46750	47400	49300	51750	53350	55950	58150	59350	60150	60350	61450	49700
Lower Quartile	30150	32300	33900	36200	37700	39550	41250	43000	42950	45100	47500	48800	51000	52750	53250	53600	53650	54400	41900
Lower Decile	28600	30550	32150	34000	34750	37100	37900	39250	39200	41150	43450	44400	45700	47850	48000	47800	47350	48200	36400
Mean	33100	35150	36900	39200	40350	43050	44900	46550	47000	49200	52000	53800	56500	58950	60050	60300	60900	62050	50450
Supporting Data																			
Total Number	506	716	912	854	808	914	828	916	789	2169	1676	1410	1212	1118	1052	1056	768	1490	19194
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Less Than $22000	2	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	4

SALARY CURVES FOR ENGINEERS IN OTHER NON-MANUFACTURING
ALL ENGINEERS, ALL DEGREE LEVELS

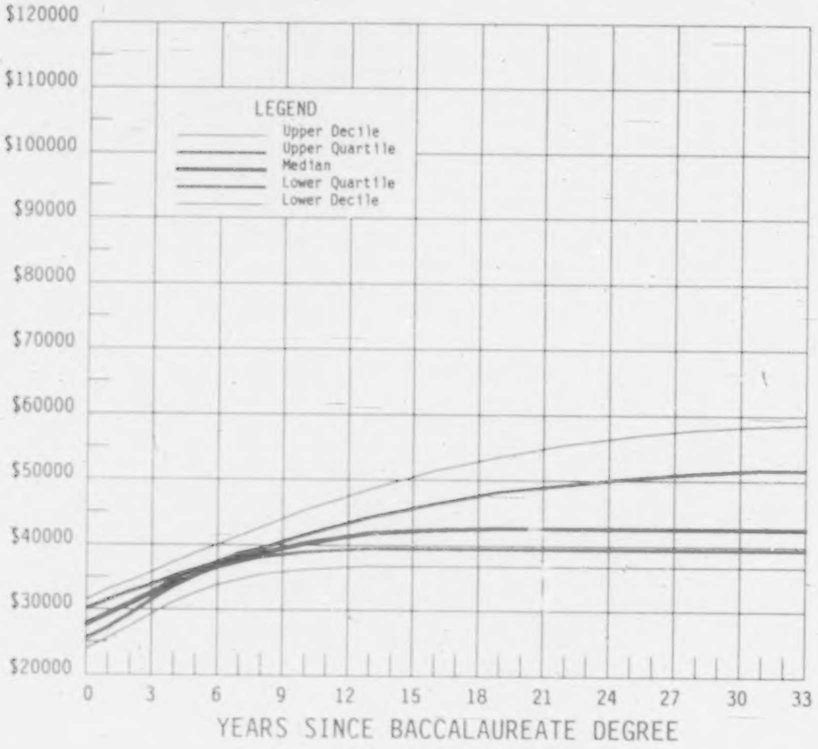


ENGINEERING SALARY STATISTICS: OTHER NON-MANUFACTURING

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	0	0	0	0	0	49950	52050	54350	56800	62200	71500	82100	93550	105200	116050	125150	131950	139000	87600
Upper Quartile	0	0	0	0	0	44100	45450	46900	48450	51900	57850	64700	72250	80150	87850	94850	100550	107800	63450
Median	0	0	0	0	0	34750	36400	38050	39700	43050	47950	52550	56550	59900	62450	64350	65600	67050	48250
Lower Quartile	0	0	0	0	0	33800	34350	34950	35600	37150	39750	42550	45350	47900	50100	51800	53000	54150	38450
Lower Decile	0	0	0	0	0	29350	30250	31200	32100	33850	36250	38350	40050	41400	42450	43150	43650	44200	32900
Mean	0	0	0	0	0	37850	39400	41050	42700	46150	51500	56950	62300	67350	71800	75450	78250	81550	55700
Raw (Unsmoothed) Statistics																			
Upper Decile	0	0	0	0	0	48800	0	0	56800	63500	70400	81750	95750	94500	108750	118750	158000	147500	87600
Upper Quartile	0	0	0	0	0	42500	0	0	47750	53500	59150	61500	73750	78000	77000	96250	132500	106250	63450
Median	0	0	0	0	0	34000	0	0	38750	44600	47000	50500	61000	56000	56650	63000	97500	60000	48250
Lower Quartile	0	0	0	0	0	32250	0	0	36250	38550	38900	40350	47200	45500	48750	55600	69650	47750	38450
Lower Decile	0	0	0	0	0	27400	0	0	34900	34550	35600	37150	39300	41300	42950	48500	46100	41600	32900
Mean	0	0	0	0	0	36550	0	0	42900	47400	51300	54800	64100	65500	66050	75350	99750	77600	55700
Supporting Data																			
Total Number	1	5	8	9	7	14	7	8	18	66	42	53	37	22	23	15	17	22	374
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	1	5	4	13
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3

CURVES AND TABLES FOR GOVERNMENT

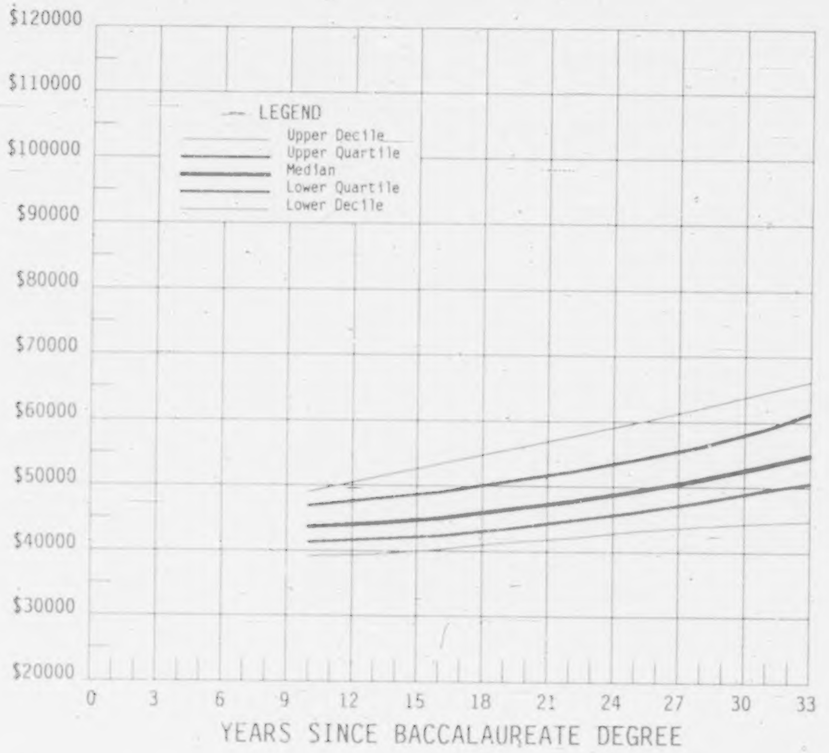
SALARY CURVES FOR ENGINEERS IN FEDERAL GOVERNMENT
ALL ENGINEERS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: FEDERAL GOVERNMENT

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	31550	33000	34400	35850	37300	38700	40100	41450	42750	45250	48600	51400	53700	55500	56850	57800	58450	59150	51400
Upper Quartile	30200	31450	32700	33950	35150	36300	37450	38550	39600	41600	44250	46400	48150	49450	50450	51150	51650	52150	44350
Median	27900	29350	31050	32750	34300	35700	36900	37950	38850	40250	41800	42500	42550	42550	42550	42550	42550	42550	39750
Lower Quartile	25600	27300	29400	31550	33500	35100	36400	37400	38100	38950	39400	39550	39550	39550	39600	39600	39600	39600	34100
Lower Decile	24100	25500	27350	29300	31100	32600	33850	34750	35450	36250	36700	36800	36850	36850	36850	36850	36850	36850	29900
Mean	28350	29750	31100	32450	33700	34900	36000	37100	38050	39850	42000	43550	44700	45500	46000	46300	46500	46600	40150
Raw (Unsmoothed) Statistics																			
Upper Decile	30800	31700	35050	36150	39700	40150	41900	41600	43000	43450	48300	52600	48500	56900	57600	54900	58000	67600	51400
Upper Quartile	29250	30550	33400	33950	36400	37700	38750	39250	40700	41100	44150	45000	45100	50150	50150	51850	50950	56800	44350
Median	25900	29250	31950	31850	34500	35650	35900	36850	38200	38750	40400	42250	42450	45050	45200	46500	43100	42700	39750
Lower Quartile	24800	28150	30450	30500	32850	34200	34600	34600	35900	35500	37750	39350	39850	42400	41950	42050	40750	39100	34100
Lower Decile	24200	24650	29050	29200	30600	31750	33400	31600	34500	32100	35550	36200	37250	40600	39050	39250	36000	36100	29900
Mean	27500	29000	32250	32550	35100	35550	37000	36850	38050	38300	41150	43100	42800	46900	46850	47250	45550	47500	40150
Supporting Data																			
Total Number	36	62	73	57	33	55	31	26	23	62	90	87	75	71	106	76	50	52	1065
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Less Than $22000	2	3	0	0	0	2	0	0	1	0	0	0	0	0	0	0	0	0	8

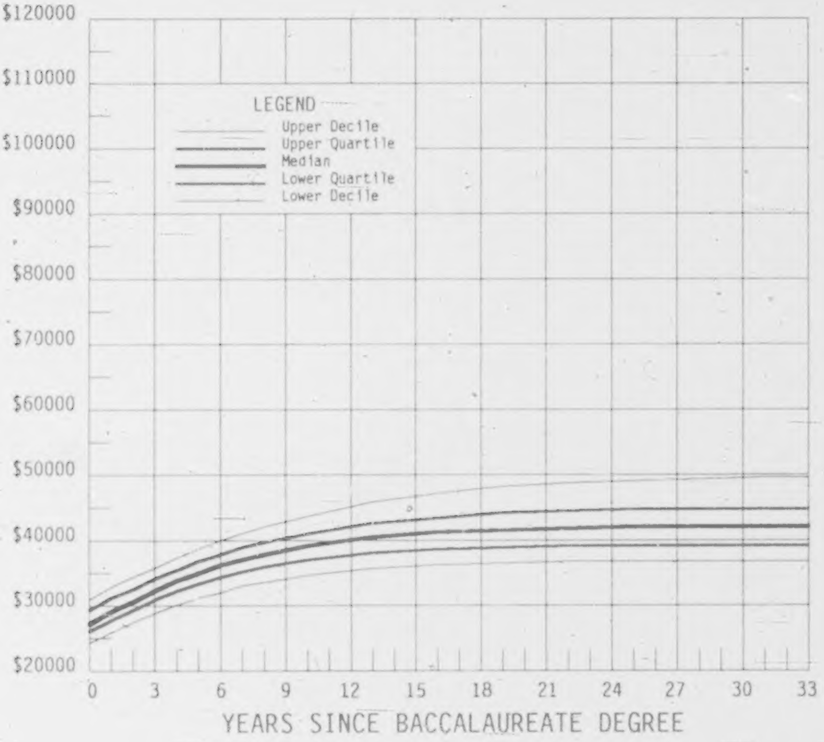
SALARY CURVES FOR ENGINEERS IN FEDERAL GOVERNMENT SUPERVISORS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: FEDERAL GOVERNMENT, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	0	0	0	0	0	0	0	0	0	49200	51150	53200	55350	57550	59800	62100	64450	70850	59800
Upper Quartile	0	0	0	0	0	0	0	0	0	46850	47900	49150	50550	52200	54150	56350	58950	68350	53100
Median	0	0	0	0	0	0	0	0	0	43700	44300	45200	46350	47700	49350	51250	53350	59300	47700
Lower Quartile	0	0	0	0	0	0	0	0	0	41350	41750	42450	43450	44700	46200	47850	49650	54100	43950
Lower Decile	0	0	0	0	0	0	0	0	0	39250	39550	40250	41200	42200	43100	43900	44500	45250	40950
Mean	0	0	0	0	0	0	0	0	0	43550	44800	46200	47600	49100	50700	52400	54250	59650	49250
Raw (Unsmoothed) Statistics																			
Upper Decile	0	0	0	0	0	0	0	0	0	45800	52100	55800	52550	60400	59700	58200	66400	72600	59800
Upper Quartile	0	0	0	0	0	0	0	0	0	44000	48950	51500	47400	53750	54000	54400	61000	69000	53100
Median	0	0	0	0	0	0	0	0	0	41750	46250	45100	44950	48000	49350	51500	53000	59500	47700
Lower Quartile	0	0	0	0	0	0	0	0	0	39500	43700	42350	42050	45000	45900	48350	50400	53750	43950
Lower Decile	0	0	0	0	0	0	0	0	0	38150	41350	39800	38450	42800	44100	44900	44600	43100	40950
Mean	0	0	0	0	0	0	0	0	0	41800	46250	46550	45700	49950	51000	51450	55000	59800	49250
Supporting Data																			
Total Number	0	1	0	0	2	3	3	0	4	12	26	32	23	28	44	29	14	17	238
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

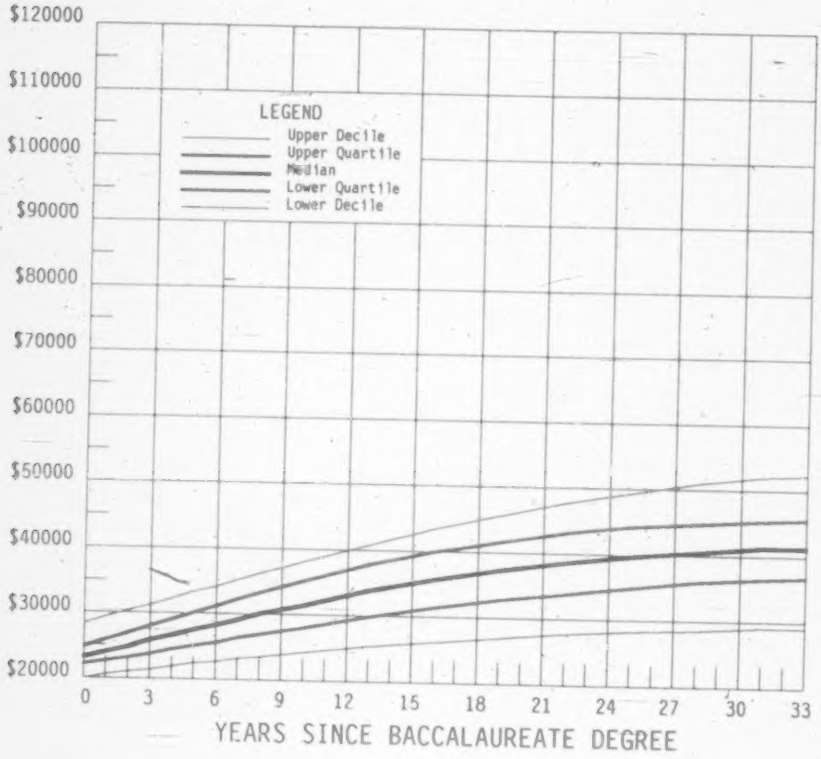
SALARY CURVES FOR ENGINEERS IN FEDERAL GOVERNMENT
NON-SUPERVISORS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: FEDERAL GOVERNMENT, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	31000	32700	34300	35850	37300	38650	39900	41050	42100	43850	45900	47300	48250	48850	49200	49400	49500	49550	45000
Upper Quartile	29400	31100	32650	34150	35500	36700	37850	38800	39700	41100	42650	43600	44150	44500	44700	44800	44850	44900	41950
Median	27100	28950	30700	32300	33750	35000	36150	37150	37950	39300	40600	41300	41700	41950	42050	42100	42150	42150	37500
Lower Quartile	26050	27800	29400	30850	32200	33300	34300	35150	35900	37000	38050	38650	39000	39200	39250	39300	39300	39350	32550
Lower Decile	24250	25900	27450	28850	30100	31150	32100	32950	33600	34650	35650	36200	36500	36700	36750	36800	36800	36800	29200
Mean	27900	29500	31000	32400	33700	34900	35950	36900	37750	39150	40600	41550	42150	42500	42700	42800	42850	42850	37550
Raw (Unsmoothed) Statistics																			
Upper Decile	30800	31600	35050	36150	38900	39800	41200	41600	41150	42500	43400	44750	45400	55100	50800	52100	50300	46250	45000
Upper Quartile	29250	30450	33400	33950	36100	37450	38000	39250	39600	40350	41000	43000	43550	46200	45600	47750	43600	43150	41950
Median	25900	29200	31950	31850	34350	35450	35850	36850	37400	38000	39100	41200	41700	43400	42800	43400	41950	41100	37500
Lower Quartile	24800	28150	30450	30500	32750	34100	34650	34600	35500	34500	36900	38150	39300	41600	40200	40600	39000	37900	32550
Lower Decile	24200	24600	29050	29200	30200	31600	33800	31600	34350	31500	35100	35750	36800	39650	38050	38500	35300	34500	29200
Mean	27500	28600	32250	32550	34700	35300	36500	36850	36950	37450	39100	41100	41500	44950	43900	44700	41900	41500	37550
Supporting Data																			
Total Number	36	61	73	57	31	52	28	26	19	50	64	55	52	43	62	47	36	35	827
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Less Than $22000	2	3	0	0	0	2	0	0	1	0	0	0	0	0	0	0	0	0	8

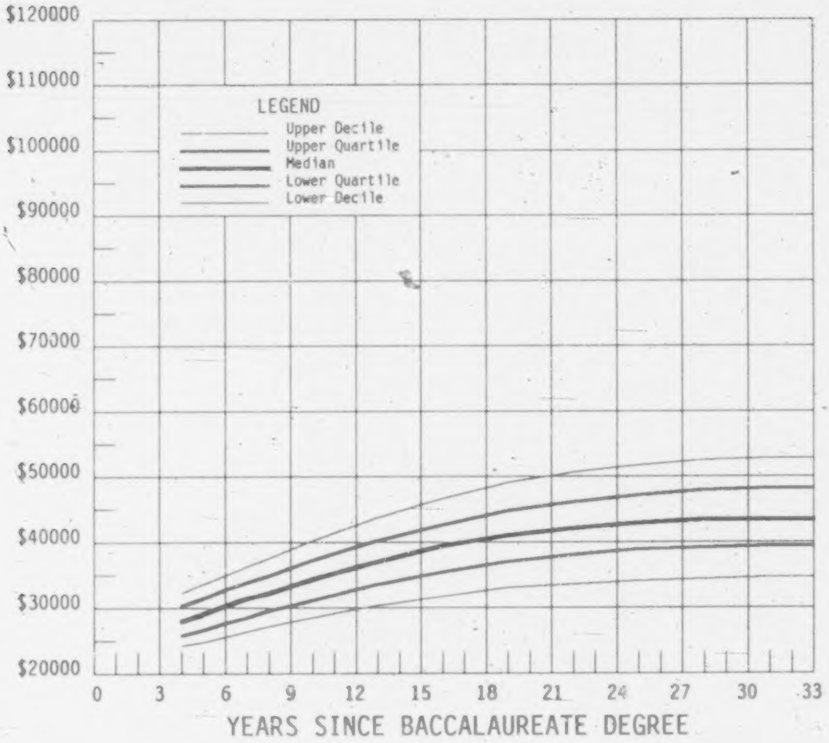
SALARY CURVES FOR ENGINEERS IN STATE GOVERNMENT
ALL ENGINEERS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: STATE GOVERNMENT

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	28350	29350	30300	31300	32300	33300	34250	35250	36200	38150	40900	43400	45700	47750	49450	50850	51950	53500	45200
Upper Quartile	24900	25950	27000	28100	29150	30200	31250	32250	33250	35150	37750	39900	41700	43100	44150	44900	45400	46050	41000
Median	23150	24000	24900	25800	26650	27500	28350	29200	30050	31600	33800	35750	37350	38700	39800	40600	41200	41950	33200
Lower Quartile	22000	22600	23250	23850	24500	25100	25700	26350	26950	28100	29800	31350	32800	34000	35050	35900	36600	37450	26450
Lower Decile	20050	20550	21000	21450	21900	22300	22750	23150	23550	24300	25350	26250	27050	27700	28250	28650	29000	29400	23050
Mean	23900	24700	25500	26300	27100	27850	28650	29400	30150	31600	33600	35400	36950	38250	39300	40150	40750	41600	33850
Raw (Unsmoothed) Statistics																			
Upper Decile	28800	31000	31100	30700	30550	30400	32750	33350	36850	37900	42550	45500	45400	48100	50500	51850	50850	51900	45200
Upper Quartile	25550	26350	27300	27950	28350	28700	28650	30900	33950	35000	38400	42050	42750	43700	43600	45000	43550	46100	41000
Median	23600	23950	25250	25700	26800	27150	26950	28300	30100	30500	33350	37100	38850	41300	39600	41100	39250	41350	33200
Lower Quartile	22100	22500	23250	24000	24900	26000	25350	25450	26450	27150	28850	32350	33800	35250	36000	36550	35600	36450	26450
Lower Decile	19700	20400	21150	22100	23000	22150	23300	23200	22850	23200	24150	27050	28250	28850	28350	30450	26400	30050	23050
Mean	24400	25150	25750	26100	26800	26900	27250	28400	30050	30800	33500	36850	38000	39650	39600	40900	39050	41000	33850
Supporting Data																			
Total Number	146	145	133	132	119	112	76	80	85	207	230	261	190	210	165	197	267	262	3017
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Less Than $22000	34	24	17	12	4	11	5	5	6	16	13	7	5	1	2	5	13	3	183

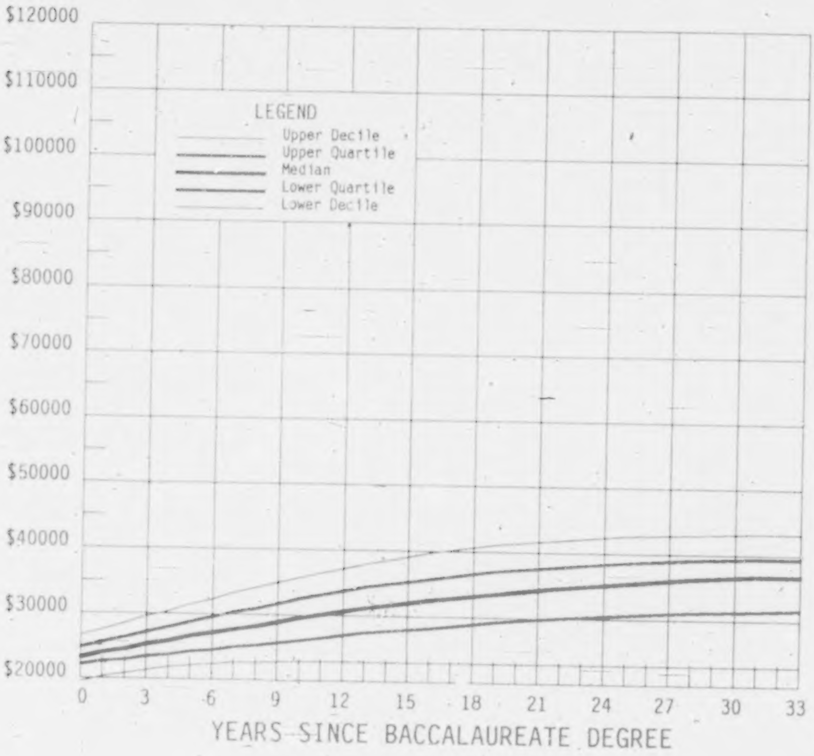
SALARY CURVES FOR ENGINEERS IN STATE GOVERNMENT
SUPERVISORS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: STATE GOVERNMENT, SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	0	0	0	0	32250	33600	34950	36300	37600	40150	43700	46650	49000	50700	51850	52500	52800	52900	50850
Upper Quartile	0	0	0	0	30450	31600	32800	33950	35050	37250	40200	42750	44750	46250	47300	47900	48250	48500	44350
Median	0	0	0	0	28100	29200	30300	31350	32400	34400	37100	39350	41050	42250	43050	43450	43600	43600	41000
Lower Quartile	0	0	0	0	25850	26800	27700	28600	29500	31200	33500	35450	36950	38050	38800	39250	39500	39650	34600
Lower Decile	0	0	0	0	24150	24900	25700	26450	27200	28550	30350	31850	32950	33700	34200	34450	34550	34500	28650
Mean	0	0	0	0	28300	29350	30400	31450	32500	34500	37150	39350	41100	42300	43100	43550	43750	43800	39950
Raw (Unsmoothed) Statistics																			
Upper Decile	0	0	0	0	31900	31400	33550	38900	40800	40250	44500	46600	46500	51000	52450	53000	52900	52800	50850
Upper Quartile	0	0	0	0	30750	29700	29900	33750	37500	37700	41050	43800	43750	45400	46450	47900	46350	51100	44350
Median	0	0	0	0	29300	28550	27850	29650	34000	34750	37150	39500	41350	42750	42700	42700	42550	44950	41000
Lower Quartile	0	0	0	0	28150	27200	26400	27300	29000	30150	33550	35300	37650	41200	38600	37900	37600	41200	34600
Lower Decile	0	0	0	0	26200	26250	23400	26300	26800	27850	30700	30500	33200	36850	35800	34050	32750	35000	28650
Mean	0	0	0	0	29650	28500	28250	31300	33550	34250	37350	39400	40900	43250	43200	43350	42450	44800	39950
Supporting Data																			
Total Number	10	20	17	30	23	16	17	17	22	86	107	155	108	126	97	141	165	145	1302
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Less Than $22000	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	2

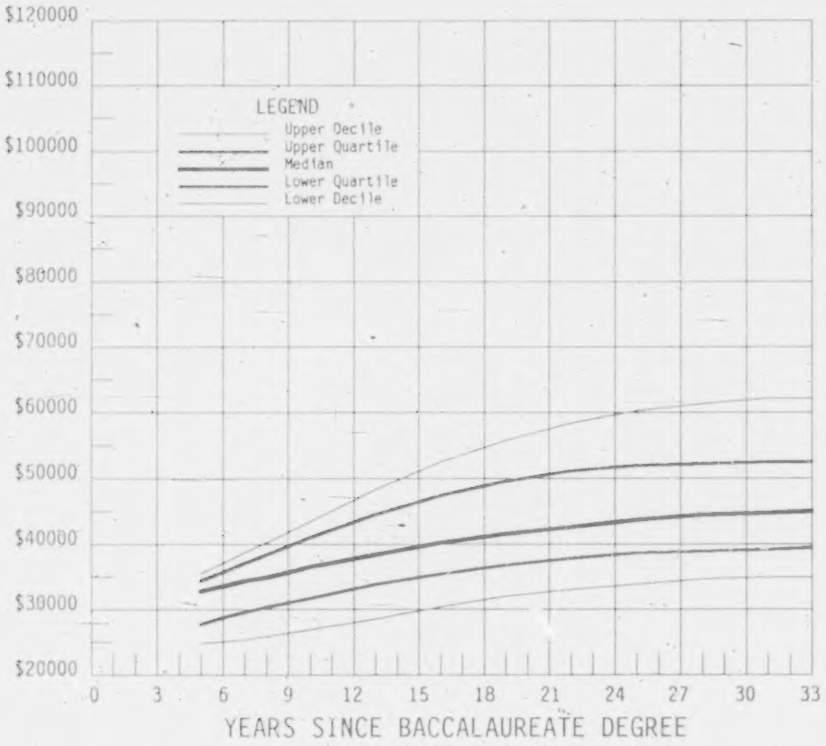
SALARY CURVES FOR ENGINEERS IN STATE GOVERNMENT
NON-SUPERVISORS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: STATE GOVERNMENT, NON-SUPERVISORY

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	26550	27550	28500	29500	30450	31400	32300	33200	34100	35750	37900	39650	41000	41950	42550	42900	43100	43150	38500
Upper Quartile	24750	25550	26400	27200	28000	28800	29550	30300	31050	32450	34300	35850	37050	38000	38650	39100	39350	39650	34300
Median	23300	23950	24650	25300	25900	26550	27150	27750	28350	29500	31100	32500	33700	34750	35550	36250	36750	37450	27650
Lower Quartile	22200	22600	23000	23400	23850	24250	24650	25050	25450	26250	27350	28350	29250	30050	30650	31150	31500	31900	24200
Lower Decile	19550	20250	20850	21450	21900	22250	22500	22650	22800	22950	23000	23050	23050	23050	23050	23050	23050	23050	21800
Mean	23550	24150	24800	25400	26000	26600	27150	27700	28250	29300	30700	31900	32900	33700	34350	34850	35200	35650	29250
Raw (Unsmoothed) Statistics																			
Upper Decile	27350	28550	27900	28600	29350	30100	32350	31700	35250	34800	39550	41400	42950	43800	41600	41300	41800	42950	38500
Upper Quartile	25200	25550	26600	26950	27550	28250	27950	30550	32550	31650	33850	38100	39300	38000	37900	38000	37800	40350	34300
Median	23400	23600	24850	25200	26400	27000	26700	27900	29000	28350	30150	33650	35100	34500	36300	36650	36200	37050	27650
Lower Quartile	22000	22300	22900	23450	24400	25550	25100	24950	25500	26150	25950	28150	29750	29650	30800	34000	29000	33750	24200
Lower Decile	19600	20100	20750	21700	22700	21500	23250	22650	22100	21000	21800	23450	23050	24950	23200	22300	21150	27800	21800
Mean	23750	24050	24800	25150	26100	26650	27000	27600	28800	28400	30200	33100	34150	34200	34450	34700	33500	36250	29250
Supporting Data																			
Total Number	136	125	116	102	96	96	59	63	63	121	123	106	82	84	68	56	102	117	1715
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Less Than $22000	34	24	17	11	4	11	4	5	6	16	13	7	5	1	2	5	13	3	181

SALARY CURVES FOR ENGINEERS IN LOCAL GOVERNMENT
ALL ENGINEERS, ALL DEGREE LEVELS



ENGINEERING SALARY STATISTICS: LOCAL GOVERNMENT

Years Since B.S.	0	1	2	3	4	5	6	7	8	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+	Totals
Smooth Curve Data																			
Upper Decile	0	0	0	0	0	35400	37000	38650	40350	43600	48300	52450	55850	58450	60250	61400	62050	62400	54650
Upper Quartile	0	0	0	0	0	34400	35800	37150	38500	41100	44600	47500	49650	51150	52000	52400	52500	52200	46150
Median	0	0	0	0	0	32700	33500	34300	35050	36500	38450	40200	41650	42800	43700	44400	44900	45550	38300
Lower Quartile	0	0	0	0	0	27850	28700	29500	30300	31800	33800	35500	36850	37850	38550	39000	39300	39550	32450
Lower Decile	0	0	0	0	0	24900	25150	25450	25850	26850	28550	30350	31900	33150	34000	34600	34900	35100	26800
Mean	0	0	0	0	0	31500	32500	33450	34400	36250	38750	41000	42850	44350	45500	46300	46900	47650	39900
Raw (Unsmoothed) Statistics																			
Upper Decile	0	0	0	0	0	35000	0	40900	0	41600	45700	55250	59600	64400	58000	55400	55100	71600	54650
Upper Quartile	0	0	0	0	0	33750	0	39250	0	39100	43250	50750	56000	48700	51900	50000	47750	58350	46150
Median	0	0	0	0	0	32500	0	35650	0	35500	37750	40250	44000	42500	45500	47750	41000	47750	38300
Lower Quartile	0	0	0	0	0	29000	0	27500	0	31500	35500	36250	36650	36750	38750	38000	38200	41250	32450
Lower Decile	0	0	0	0	0	26000	0	23100	0	27600	33400	26500	34400	33800	35000	33200	33050	38100	26800
Mean	0	0	0	0	0	31400	0	34200	0	35350	38350	41600	44750	45050	46400	45350	43000	51500	39900
Supporting Data																			
Total Number	2	6	7	8	6	10	4	11	8	18	17	25	12	19	15	12	26	21	227
$125,000 or More	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Less Than $22000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

APPENDICES

1987 SALARY SURVEY PARTICIPANTS, BY INDUSTRIAL SECTOR

AEROSPACE

Clifton Precision Instruments, Davenport, Iowa
Contraves Goerz Corporation, Pittsburgh, Pennsylvania
Dynamic Controls Corporation, South Windsor, Connecticut (also classed with Electronics)
FL Aerospace Corp., Grimes Division, Urbana, Ohio (also classed with Electronics, Fabricated Metal Products)
General Dynamics, Fort Worth Division, Research & Engineering Dept., Fort Worth, Texas
Grumman Aerospace, Bethpage, New York
Kaman Aerospace Corporation, Bloomfield, Connecticut
Micro Craft, Inc., Tullahoma, Tennessee
Norden Systems, Melville, New York
Northrop Corporation, Precision Products Division, Norwood, Massachusetts
R & D Associates, Marina del Rey, California
Singer Company, Link Flight Simulation Division, Binghamton, New York
Singer Company, Kearfott Guidance and Navigation Division, Little Falls, New Jersey
Teledyne Brown Engineering, Aerospace Group, Huntsville, Alabama
Tracor Aerospace, Austin, Texas
Westinghouse Electric Corp., Defense Electronics & Systems Center, Baltimore, Maryland

AUTOMOTIVE (combined with others in Other Durable Goods Manufactoring sector)

Chrysler Corporation, Highland Park, Michigan
Peterson Manufacturing Co., Grandview, Missouri
Volvo GM Heavy Truck Corporation, Greensboro, North Carolina

BASIC METALS

Allegheny Ludlum Corporation, Steel Division, Brackenridge, Pennsylvania
Inland Steel Company, East Chicago, Indiana
Ladish Company, Inc., Cudahy, Wisconsin
LTV Steel Company, Cleveland, Ohio

BUSINESS MACHINES (combined with others in Other Durable Goods Manufacturing sector)

Extel Corporation, Northbrook, Illinois

BUSINESS/TRADE/PUBLISHING (combined with others in Other Non-Manufacturing Sector)

Nielsen Media Research, Dunedin, Florida
Penton Publishing (Welding Design/Fabrication), Cleveland, Ohio

CHEMICALS, DRUGS AND PLASTICS

E. I. duPont de Nemours & Co., Wilmington, Delaware
Martin Marietta Energy Systems, Inc., Piketon, Ohio
Mississippi Chemical Corp., Yazoo City, Mississippi
Rohm & Haas Co., Philadelphia, Pennsylvania

COMMUNICATION SERVICES (combined with others in Other Non-Manufacturing Sector)

Carolina Telephone & Telegraph Co., Tarboro, North Carolina
Lincoln Telephone Co., Lincoln, Nebraska
MTO North-Midwest Operations, Grinnell, Iowa

COMPUTING SYSTEMS

Calcomp, Scottsdale, Arizona
Ferranti International Controls, Sugarland, Texas
Formation, Inc., Mt. Laurel, New Jersey
Summagraphics Corporation, Fairfield, Connecticut

CONSTRUCTION

Al Johnson Construction Co., Minneapolis, Minnesota
CBI Industries, Inc., Oakbrook, Illinois
Chiyoda International Corp., Seattle, Washington (also classed with Consulting, Engineering Services)
Peter Kiewit Sons, Inc., Construction Division, Omaha, Nebraska
Schnabel Foundation Company, Bethesda, Maryland (all divisions)
W. M. Lyles Co., Fresno, California

CONSULTANTS (see also Engineering Services)

ANCO Engineers, Inc., Culver City, California
Applied Technology Associates, Inc., Albuquerque, New Mexico (also classed with Research and Development)
Bechtel Eastern Power Company, Gaithersburg, Maryland
Blue Ridge Design, Inc., Winchester, Virginia
Burgess & Niple Ltd., Columbus, Ohio
Burns and Roe Enterprises, Inc., Oradell, New Jersey
CH2M Hill, Inc., Corvallis, Oregon
Chiyoda International Corp., Seattle, Washington (also classed with Construction, Engineering Services)
CSA Engineering, Inc., Palo Alto, California
Design Automation, Inc., Lexington, Massachusetts
Ebasco Services, Inc., New York, New York
Farris Engineering, Inc., Omaha, Nebraska
Flakt, Inc., Peabody Process Systems Division, Norwalk, Connecticut
Floyd Browne Associates, Ltd., Marion, Ohio
Fluor Daniel Corporation, Irvine, California
Goodkind & O'Dea, Inc., Rutherford, New Jersey
Graef Anhalt Schloemer and Associates, Inc., Milwaukee, Wisconsin
Greeley & Hansen, Chicago, Illinois
Hardesty & Hanover, New York, New York
Harza Engineering Co., Chicago, Illinois
Hedges & Roth Engineering, Inc., Kirkland, Washington (formerly Williams, Roth & Associates)
Hopper & Associates, Redondo Beach, California
Jacobs Associates, San Francisco, California
Jenkins & Charland, Inc., Ft. Myers, Florida
Kennedy Jenks Chilton Inc., San Francisco, California
Lawler, Matusky & Skelly Engineers, Pearl River, New York
Lockman & Associates, Monterey Park, California

McCrone, Inc., Annapolis, Maryland
Midwest Consulting Engineers, Inc., Chicago, Illinois
MPR Associates, Inc., Washington, D.C.
PDI Corporation, Annapolis, Maryland
Proto-Power Engineering Division, Groton, Connecticut
RMT, Inc., Madison, Wisconsin
Sargent & Lundy Engineers, Chicago, Illinois
Satellite Systems Engineering, Bethesda, Naryland
SDRC Engineering Services, Western Operations, San Diego, California
Simpson Gumpertz & Heger, Arlington, Massachusetts
Southern Engineering Co., Atlanta, Georgia
Stanley Consultants, Inc., Muscatine, Iowa
Wright-Pierce, Topsham, Maine

ELECTRICAL MACHINERY & EQUIPMENT

Allen-Bradley Co., Milwaukee, Wisconsin (also classed with Electronics)
BIW Cable Systems, Inc., Boston, Massachusetts
Hoover Company, North Canton, Ohio
Maytag Co., Newton, Iowa
Oster Corporation, Milwaukee, Wisconsin
Physics International Company, San Leandro, California
Plastoid Corporation, Hamburg, New Jersey
S&C Electric Co., Chicago, Illinois
Whirlpool Corp., Benton Harbor, Michigan

ELECTRIC UTILITIES (including mixed electric and gas utilities)

Allegheny Power Service Corp., Greensburg, Pennsylvania
American Electric Power Service Corp., Columbus, Ohio
Appalachian Power Co., Roanoke, Virginia
Arkansas Electric Cooperatives Corp., Little Rock, Arkansas
Arkansas Power & Light Co., Little Rock, Arkansas
Boston Edison Company, Boston, Massachusetts
Carolina Power & Light Co., Raleigh, North Carolina
Central Nebraska Public Power & Irrigation District, Holdrege, Nebraska
City Public Service Board, San Antonio, Texas
Commonwealth Edison Co., Chicago, Illinois
Dayton Power & Light Co., Dayton, Ohio
Detroit Edison, Detroit, Michigan
El Paso Electric Co., El Paso, Texas
Electric Power Board of Chattanooga, Chattanooga, Tennessee
Illinois Power Co., Decatur, Illinois
Indianapolis Power & Light Co., Indianapolis, Indiana
Iowa Resources, Des Moines, Iowa
Kansas City Power & Light Co., Kansas City, Missouri
Metropolitan Edison Co., Reading, Pennsylvania
Minnesota Power Co., Duluth, Minnesota
Montana Power Co., Butte, Montana
Nebraska Public Power District, Columbus, Nebraska
New York State Electric and Gas Corp., Binghampton, New York

Northern Neck Electric Cooperative, Warsaw, Virginia
Northern States Power Co., Minneapolis, Minnesota
Northwest Wisconsin Electric Co., Grantsburg, Wisconsin
Pacific Power and Light Co., Portland, Oregon
Pennsylvania Power & Light Co., Allentown, Pennsylvania
Potomac Electric Power Co., Washington, D.C.
Public Service Co. of New Hampshire, Manchester, New Hampshire
Safe Harbor Water Power Corp., Conestoga, Pennsylvania
Sierra Pacific Power Company, Reno, Nevada
South Carolina Electric & Gas Co., Columbia, South Carolina
Southern Company Services, Inc., Birmingham, Alabama
Southern Indiana Gas & Electric Co. (SIGECO), Evansville, Indiana
Springfield Utility Board, Springfield, Oregon
Tampa Electric Co., Tampa, Florida
Texas-New Mexico Power Co., Fort Worth, Texas
Union Electric Company, St. Louis, Missouri
Upper Peninsula Power Co., Houghton, Michigan
Virginia Power, Richmond, Virginia
Wisconsin Electric Power Co., Milwaukee, Wisconsin

ELECTRONIC EQUIPMENT

Allen-Bradley Co., Milwaukee, Wisconsin (also classed with Electric Machinery)
AMP Incorporated, Harrisburg, Pennsylvania
ARF Products, Inc., Raton, New Mexico
American Telephone and Telegraph Co., Bernardsville, New Jersey
Dynamic Controls Corporation, South Windsor, Connecticut (also classed with Aerospace)
Emerson Industrial Controls, Grand Island, New York
FL Aerospace Corp., Grimes Division, Urbana, Ohio (also classed with Aerospace, Fabricated Metal Products)
GTE Communication Systems Corp., Phoenix, Arizona
Harris Corp., Government Support Systems Division, Syosset, New York
Hazeltine Corporation, Greenlawn, New York
Litton Systems Inc., Amecom Division, College Park, Maryland
Lockheed Electronics Company, Plainfield, New Jersey
Louis Allis Drives & Systems Div., Magnetek, Inc., New Berlin, Wisconsin
LNR Communications, Inc., Hauppauge, New York
Magnavox Electronic Systems Co., North American Phillips Corp., Ft. Wayne, Indiana
PDI Corporation, Annapolis, Maryland (also classed with Consulting)
Polyspede Electronics Corp., Dallas, Texas
Sippican Ocean Systems, Inc., Marion, Massachusetts
Weber Marking Systems, Arlington Heights, Illinois

ENGINEERING SERVICES (see also Consulting)

Advanced Mechanical Technology, Inc., Newton, Massachusetts
Allendale Mutual Insurance Co., Johnston, Rhode Island
American Water Works Service Co., Inc., Voorhees, New Jersey
Arkwright-Boston Mfg. Mutual Insurance Co., Waltham, Massachusetts
Atkinson System Technologies Co., Sacramento, California
BDM Corporation, McLean, Virginia
Chiyoda International Corp., Seattle, Washington (also classed with Construction, Consulting)

Colin Laboratories, Inc., Twinsburg, Ohio
Copper Development Association, Inc., Greenwich, Connecticut
Creare, Inc., Hanover, New Hampshire
Fluor Daniel Corporation, Chicago, Illinois
F-W Management Operations, Ltd., Houston, Texas
Glosten Associates, Inc., Seattle, Washington
Haldor Topsoe, Inc., Houston, Texas
Halliburton Services, Duncan, Oklahoma
Pan Am World Services, Inc., Patrick AFB, Florida
Stone & Webster Engineering Corporation, Boston, Massachusetts
Sverdrup Technology, Inc., Tullahoma, Tennessee
Sverdrup Technology, Inc., Arnold AFB, Tennessee
Sverdrup Technology, Inc., Lewis Research Center, Cleveland, Ohio
Sverdrup Technology, Inc., Stennis Space Center, Mississippi
Underwriters Laboratories Inc., Northbrook, Illinois
Westinghouse Electric Corp., Power Systems Business Unit, Pittsburgh, Pennsylvania

FABRICATED METAL PRODUCTS

Auto Specialities Manufacturing Co., Benton Harbor, Michigan
Babcock & Wilcox Co., Barberton, Ohio
Bernard Division, Dover Corporation, Beecher, Illinois
Duo-Fast Corporation, Franklin Park, Illinois
FL Aerospace Corp., Grimes Division, Urbana, Ohio (also classed with Aerospace, Electronic Equipment)
Fruehauf Corporation, Detroit, Michigan
Nordyne, St. Louis, Missouri
PMI Food Equipment Group, Troy, Ohio (formerly Hobart Corporation)
Schramm, Inc., West Chester, Pennsylvania (also classed with Non-Electric Machinery)
Schwinn Bicycle Company, Chicago, Illinois
Smith Berger Marine Inc., Seattle, Washington
Timken Co., Canton, Ohio
Torrington Company, Torrington, Connecticut
Worcester Controls Corp., West Boyleston, Massachusetts

FABRICATED RUBBER & PLASTIC PRODUCTS (combined with others in Other Nondurable Goods sector)

Cooper Tire & Rubber Co., Findlay, Ohio

GAS UTILITIES & PIPELINES —

CNG Transmission Corp., Clarksburg, Virginia
Consolidated Natural Gas Service, Pittsburgh, Pennsylvania
Enron Liquid Fuels Company, Houston, Texas (also classed with Petroleum)
Southern Natural Gas Co., Birmingham, Alabama
St. Lawrence Gas Co., Inc., Massena, New York
Texas Gas Transmission Co., Owensboro, Kentucky

LUMBER AND WOOD PRODUCTS (combined with others in Other Durable Goods Sector)

Abitibi-Price Corporation, Building Products Division, Troy, Michigan

MACHINERY (OTHER THAN ELECTRICAL)

C-E Cast Equipment Division, Combustion Engineering, Inc., Cleveland, Ohio
Elgin Sweeper Company, Elgin, Illinois
Gehl Co., West Bend, Wisconsin
Hyster Company, Portland, Oregon
Johnson Controls, Inc., Plastics Technology Group, Manchester, Michigan
Leybold Vacuum Products, Inc., Export, Pennsylvania
Pellerin Milnor Corporation, Kenner, Louisiana
Schramm, Inc., West Chester, Pennsylvania (also classed with Fabricated Metal Products)
Warner & Swasey Co., Turning Division, Solon, Ohio

MINING (combined with others in Other Non-Manufacturing sector)

Exxon Coal and Minerals Company, Houston, Texas
Hecla Mining Company, Coeur d'Alene, Idaho
Peter Kiewit Sons, Inc., Mining Division, Omaha, Nebraska

OTHER DURABLE GOODS MANUFACTURERS (also includes Automotive, Business Machines, Lumber/Wood Products, Precision Instruments, Railroad Equipment, and Shipbuilding sectors)

Case Communications Inc., Columbia, Maryland
Kendall Company, Boston, Massachusetts
Lord Corporation, Erie, Pennsylvania
Martin Marietta Energy Systems, Inc., Oak Ridge, Tennessee
MTS Systems Corporation, Eden Prairie, Minnesota
Plantronics, Santa Cruz, California
Quintron Systems, Inc., Vandenberg AFB, California
Radiation Systems, Inc., SatCom Technologies Division, Duluth, Georgia
Respiratory Care, Inc., Arlington Heights, Illinois
Riley Stoker Corporation, Worcester, Massachusetts
Teledyne Energy Systems, Timonium, Maryland
Ultrasystems Power & Environmental Systems, Inc., Irvine, California
Westinghouse Hanford Co., Richland, Washington (formerly UNC Nuclear Industries)

OTHER NONDURABLE GOODS MANUFACTURERS: see Paper Products, Textile Products, and Fabricated Rubber and Plastic Products sectors

OTHER NON-MANUFACTURING: see Business/Trade/Publishing, Communication Services, Mining, and Professional/Non-Profit sectors

PAPER PRODUCTS (combined with others in Other Nondurable Goods sector)

Consolidated Papers, Wisconsin Rapids, Wisconsin

PETROLEUM

Amoco Corporation, Chicago, Illinois
Arco Oil & Gas Company, Dallas, Texas
Burk Royalty Company, Wichita Falls, Texas
Chevron Corp., San Francisco, California

Enron Liquid Fuels Company, Houston, Texas (also classed with Gas Utilities)
Sunstrand Fluid Handling, Arvada, Colorado
Total Petroleum, Inc., Denver, Colorado

PRECISION INSTRUMENTS

Dwyer Instruments, Inc., Michigan City, Indiana

PROFESSIONAL SOCIETIES/NONPROFIT INSTITUTIONS (combined with others in Other Non-Manufacturing sector)

American Society for Biochemistry and Molecular Biology, Bethesda, Maryland
American Society of Naval Engineers, Alexandria, Virginia
Institute of Gas Technology, Chicago, Illinois

RAILROAD EQUIPMENT (combined with others in Other Durable Goods Manufacturing sector)

Westinghouse Air Brake Division, American Standard Inc., Wilmerding, Pennsylvania

RESEARCH ORGANIZATIONS AND LABORATORIES

Aerospace Corporation, Los Angeles, California
Alphatech Inc., Burlington, Massachusetts
Ames Laboratory, Iowa State University, Ames, Iowa
Applied Research Laboratories, University of Texas, Austin, Texas
Applied Technology Associates, Inc., Albuquerque, New Mexico (also classed with Consulting)
Associated Universities, Inc., National Radio Astronomy Observatory, Charlottesville, Virginia
AT&T Bell Laboratories, Short Hills, New Jersey
Bethlehem Steel Corporation, Research Department, Bethlehem, Pennsylvania
Brookhaven National Laboratory, Upton, New York
COMSAT Laboratories, Clarksburg, Maryland
Dayco Technical Center, Springfield, Missouri
Duracell Research Center, Needham, Massachusetts
EG&G Energy Measurements, Inc., Las Vegas, Nevada
ERIM (Environmental Research Institute of Michigan), Ann Arbor, Michigan
Exxon Research & Engineering Co., Florham Park, New Jersey
Fermilab, Batavia, Illinois
Gas Research Institute, Chicago, Illinois
General Research Corporation, Santa Barbara, California
GTE Laboratories, Inc., Waltham, Massachusetts
HRB-Singer, Inc., State College, Pennsylvania
Hydrocarbon Research, Inc., Lawrenceville, New Jersey
ITT Research Institute, Annapolis, Maryland
Institute for Astronomy, Honolulu, Hawaii
Jet Propulsion Laboratory, Pasadena, California
Johns Hopkins University, Applied Physics Laboratory, Laurel, Maryland
KMS Fusion, Inc., Ann Arbor, Michigan
Los Alamos National Laboratory, Los Alamos, New Mexico
MSE, Inc., Butte, Montana
Noetic Technologies, St. Louis, Missouri
Optron Systems, Inc., Bedford, Massachusetts

Rand Corporation, Santa Monica, California
Re/Spec Inc., Rapid City, South Dakota
Riverside Research Institute, New York, New York
Sandia National Laboratories, Livermore, California
Sandia National Laboratories, Albuquerque, New Mexico
Syracuse Research Corporation, Syracuse, New York
Teledyne Brown Engineering, R&D Group, Huntsville, Alabama
University of Dayton Research Institute, Dayton, Ohio
University of New Mexico Engineering Research Institute, Albuquerque, New Mexico

SHIPBUILDING (combined with others in Other Durable Goods sector)

General Dynamics Corporation, Electric Boat Division, Groton, Connecticut

TEXTILE PRODUCTS (combined with others in Other Nondurable Goods sector)

Burlington Industries, Inc., Greensboro, North Carolina
Collins & Aikinson Corporation, Charlotte, North Carolina
Milliken & Company, Spatanburg, South Carolina

1987 SALARY SURVEY PARTICIPANTS: GOVERNMENT AGENCIES

FEDERAL GOVERNMENT

Department of State, Bureau of Administration, Washington, D.C.
Internal Revenue Service District Office, Chicago, Illinois
Naval Aviation Depot, Marine Corps Air Station, Cherry Point, North Carolina
Naval Research Laboratory, Orlando, Florida
USAF Ogden Air Logistics Center, Hill AFB, Utah
US Army Corps of Engineers, Seattle District, Seattle, Washington
US Army Directorate of Engineering and Housing, Ft. Leavenworth, Kansas
Veterans Administration Medical Center, San Diego, California
Western Area Power Administration, Boulder City, Nevada

STATE GOVERNMENT

Arkansas Highway and Transportation Department, Little Rock
Delaware Department of Natural Resources & Environmental Control, Dover
Delaware Department of Transportation, Dover
Indiana Department of Natural Resources, Division of Water, Indianapolis
Iowa Department of Transportation, Ames
Missouri Highway and Transportation Department, Jefferson City
North Carolina Department of Transportation, Raleigh
New Hampshire Department of Transportation, Concord
Ohio Department of Transportation, Columbus
Wisconsin State Government, Madison (data on all units, supplied by the Department of Employment Relations)

LOCAL GOVERNMENT

Baltimore, Maryland: Department of Public Works
Indianapolis, Indiana: Department of Public Works
Johnson County, Kansas: Unified Waste Water Department
Kansas City, Missouri: Public Works Department
Louisville, Kentucky: Louisville Water Company
Milwaukee, Wisconsin: Bureau of Engineers
Wanaque, New Jersey: North Jersey District Water Supply Commission

AAES

AMERICAN ASSOCIATION OF ENGINEERING SOCIETIES
415 SECOND STREET, NE, SUITE 200, WASHINGTON, DC 20002 (202) 546-2237

ENGINEERING MANPOWER COMMISSION

Paul B. Wood, Chairman of the Commission
Donald C. Brown, Chairman, Compensation Committee

February, 1988

Dear Colleague:

Enclosed are response forms for the Engineering Manpower Commission's 22nd survey of the compensation of engineers. EMC's surveys of engineering salaries have been used for years as authoritative compensation benchmarks by industry, government agencies, educational organizations, the press, engineering students, and others. Once again, we invite your organization to participate in this project. As in the past, participating companies will receive copies of the EMC manpower bulletin reporting the general results of the study, and will also be eligible for substantial discounts in the prices of our detailed reports.

For two years we have attempted to speed up this project, aiming to make all reports available by Labor Day. In 1986 and 1987, we did not achieve this goal. We are determined to meet it in 1988. Our new software systems are in place and fully tested; major revisions and upgrades of the study, such as the presentation of raw salary statistics as well as improved versions of EMC's traditional smooth-curve estimates, have been completed; coverage of the study has been restored to its traditional levels (in 1987, well over 100,000 engineers were reported). In 1988, we expect to continue to expand the coverage of this project.

EMC now accepts responses via machine-readable media, in the form of simple, straightforward ASCII files placed on PC-compatible floppy disks. In 1987, data on over 5,700 engineers was processed this way. This approach to responses can substantially reduce the burden of the study on participating companies and EMC alike. We urge you to consider using the response-by-floppy-disk approach in 1988. Detailed instructions are on the reverse side of this letter.

We are also continuing the use of a "short form" questionnaire for organizations with less than 50 engineers. This alternative Form "C" is more easily completed than EMC's traditional matrix-style Forms "A" and "B," and was used by a large number of participants in 1987. If you have more than 50 engineers, however, the traditional forms should still be used, unless your reply takes the form of a diskette.

Whatever form of response you prefer, we need your data quickly. Data entry for the 1988 survey will commence on April 1 and MUST be cut off by 15 June, 1987 in order to meet the Labor Day publication release deadline.

A business reply envelope is enclosed for your convenience. Call us if you need extra copies of the forms, if you have any questions, or if you need to obtain other information from EMC, such as data on engineering degrees.

We appreciate the support we have obtained from engineering employers for this project, and we look forward to your participation in 1988.

Best regards,

Richard A. Ellis

R. A. Ellis

Director, Manpower Studies

EMC POLICY REGARDING SALARY SURVEY PARTICIPANTS

It is our policy to list the names of companies and other organizations participating in our salary surveys so that users will be able to ascertain whether a particular industry group is representative of their own field of employment. At the same time, it is our long-standing policy to protect each respondent's data from disclosure to anyone else. To protect the confidentiality of information and to provide adequate safeguards against the disclosure of data identified with any particular survey participant, the following precautions are taken:

1. Company identifications are used only for the purpose of maintaining EMC's mailing lists and are not entered with the salary data files in our computer. A listing is maintained of the names of the companies in each major employment sector, and that list IS published, as indicated above. No sector is formed unless at least five responding organizations can be included. Respondents whose preferred sectors cannot be formed are placed into "miscellaneous" employment sectors if there are at least five such companies; otherwise, data provided by such companies is used only in broader aggregations such as the "All Industry" summations.
2. The only persons with access to returned salary data forms are the AAES s[illegible] who process the surveys. Reponding organizations' data are not disclosed to anyone. There are no exceptions to this policy.
3. If a single employer's responses account for more than half of the number of data points--engineers--reported for any group, weighting procedures are used to prevent that employer's information from unduly dominating the statistics for the group.
4. At least 200 engineers must be represented in any data set for engineers in industry or government before statistics for the group will be published.
5. Within data sets, statistics are not generated for particular experience categories unless the bracket includes at least one percent of the total number of engineers for the set AND at least ten engineers are present.
6. EMC does not obtain the names of individual engineers represented by the data. The only names collected are those of the contact persons used for our mailing lists, and these names are not published or disclosed.
7. Anonymous responses are not used. Responses requesting that the responding organization not be identified are refused and returned to their originator.

SPECIAL INSTRUCTIONS FOR REPONDENTS WISHING TO PROVIDE SALARY DATA ON FLOPPY DISK MEDIA

EMC is encouraging its salary survey participants to respond by submitting machine-readable files. Media must be in the form of standard double-sided, double-density 5 1/4" floppy diskettes. We use MS-DOS 3.2; with UNIFORM-PC we can handle PC and MS-DOS versions 1 and 2, as well as most common CP/M formats. We CANNOT handle 1.2 Mbyte 5 1/4" floppies or the smaller 3" disks.

Floppies should be mailed in appropriate containers (heavy cardboard disk mailers are best). We advise you to also enclose your original questionnaire with pages 1 and 4 COMPLETED, to provide your organization's ID and industrial sector classification data. Alternatively, you may provide an ASCII text file on the disk with your responses to the pages 1 and 4 questions. Without these data, your response will not be processed. Give any such text file the name "SALARY.INF."

Your salary data file should be named "SALARY.DAT" and MUST take the following format:

1. The data file must be pure ASCII.
2. Data must be entered in the form of one line (or record) per engineer, terminated by a CR-LF (carriage return/line feed combination). Don't forget to use the CR-LF after the last line of data.
3. The contents of each line should be as follows:

   --Character 01: either S or N, for Supervisor or Nonsupervisor.

   --Character 02: always a comma.

   --Character 03: B, M, or P, for Bachelor, Masters, or Ph.D. degree.

   --Character 04: always a comma.

   --Characters 05-06: two digits for YEAR GRADUATED WITH BACHELOR'S DEGREE (last two digits only). If unknown, enter "99" AND enter the age (see next item).

   --Character 07: always a comma.

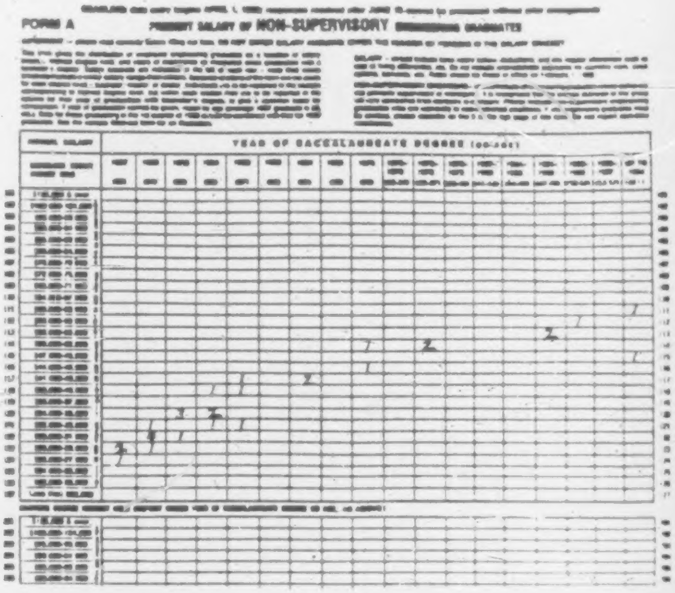
   --Characters 08-09: two digits for AGE. If the previous YEAR GRADUATED WITH BACHELOR'S DEGREE item has been provided, this may be treated as an unknown and coded "99." If both the year and the age are provided, EMC will use those data to improve its procedures for using age to estimate the year of graduation with the B.S. degree. Note that the "99" code should be explicitly entered (blanks or zeros will be treated as "99's" IF the preceding YEAR data is supplied).

   --Character 10: alwa[illegible] comma.

   --Characters 11-16: [illegible]its for salary, right-justified and zero-filled. Leading blanks will be treat[illegible] zeros. A CR-LF code must follow the salary entry.

   ANY ENTRIES OTHER THAN THOSE DESCRIBED ABOVE WILL BE ASSUMED TO BE ERRORS AND WILL CAUSE THE ENTIRE LINE TO BE IGNORED.
4. There will be as many lines as there are engineers reported. On your enclosed Form "C" or in the added SALARY.INF text file, PLEASE SPECIFY THE TOTAL NUMBER OF ENGINEERS REPORTED BY YOUR COMPANY. Comparison of your counts with our own totals is one of several elementary quality control checks employed by EMC.
5. LABEL your diskette with AT LEAST the following information: your organization's name; the particular diskette format used (we will assume DOS if no other information is provided); and the identifier "88EMCSAL."

Example of a completed form:


FORM A
PRESENT SALARY OF NON-SUPERVISORY ENGINEERING GRADUATES
YEAR OF BACCALAUREATE DEGREE

DO NOT DETACH THIS PAGE – SEE INSTRUCTIONS ON FORM

Have you considered responding by sending in your data on a floppy disk?
See instructions on the back of the cover letter for more information.

PROFESSIONAL INCOME OF ENGINEERS – 1988

FORM A – **to be used with Form B**

Questionnaire Form for Engineering Graduates in NON-SUPERVISORY Positions Only

Please return this filled-out Form A along with Form B (for SUPERVISORY engineers). **Unidentified returns cannot be included in the survey.** Confidentiality of your data is assured by the Engineering Manpower Commission.

_If the mailing label affixed below is incorrect, please indicate correct address.

1. Name of Reporting Organization: ______________________________

Address: ______________________________

City: ____________________ State: __________ Zip Code: __________

2. Name and title of person responsible for data: ______________________________

Tel. No. ( ) - __________

BE SURE TO COMPLETE ALL FOUR PAGES OF THIS FORM
RETURN THIS ENTIRE DATA FORM AND FORM B TO:

ENGINEERING MANPOWER COMMISSION
AMERICAN ASSOCIATION OF ENGINEERING SOCIETIES
415 2ND STREET, N.E., WASHINGTON, D.C. 20002

A Business Reply Envelope is provided for your convenience.

DEADLINES: early response is encouraged. Data entry begins on April 1, 1988. If you have not responded by that point, you may be contacted by phone by the Commission, which is interested in further increases in the coverage of this annual survey. Preliminary tabulations of results will start June 15; no responses can be processed after that date without making prior arrangements with EMC. Call the number listed on page 4 of this form.

DEADLINE: data entry begins APRIL 1, 1988; responses received after JUNE 15 cannot be processed without prior arrangements

FORM A

PRESENT SALARY OF NON-SUPERVISORY ENGINEERING GRADUATES

IMPORTANT — please read carefully before filling out form. DO NOT ENTER SALARY AMOUNTS. ENTER THE NUMBER OF PERSONS IN THE SALARY BRACKET

This form gives the distribution of employed engineering graduates as a function of salary bracket, highest degree held, and years of experience as measured since graduation with a bachelor's degree. Salary brackets are indicated at the left of each row – **note that some brackets include a wider salary range than others.** Separate sections of the form are set aside for each degree level – bachelor, master, or doctor. Individuals are to be reported in the section corresponding to highest degree level, but within each section they are to be reported in the column for their **year of graduation with bachelor's degree,** to give a common basis for comparison. If year of graduation cannot be given, report by age (average 1987 graduate is 23, etc.). Data for those graduating in the 1st quarter of 1988 should be combined with that for 1987 graduates. See the sample filled-out form for an illustration.

SALARY – should include base salary before deductions, and any regular allowances such as cost of living differential, etc. Do not include unpredictable payments for overtime work, stock options, bonuses, etc. Rates should be those in effect on February 1, 1988.

NON-SUPERVISORY ENGINEERS – should include all engineering graduates whose duties are not primarily supervisory or managerial. It is recognized that the precise definition of this group will vary somewhat from company to company. **Please include non-supervisory engineering graduates who are currently in non-technical positions.** If any engineering graduates must be omitted, please describe on line 5 of the last page of this form. **Do not report part-time employees.**

	ANNUAL SALARY		YEAR OF BACCALAUREATE DEGREE (OR AGE)																		
	BACHELORS DEGREE HIGHEST HELD		1987 (23)	1986 (24)	1985 (25)	1984 (26)	1983 (27)	1982 (28)	1981 (29)	1980 (30)	1979 (31)	1976–1978 (32-34)	1973–1975 (35-37)	1970–1972 (38-40)	1967–1969 (41-43)	1964–1966 (44-46)	1961–1963 (47-49)	1958–1960 (50-52)	1955–1957 (53-57)	UP TO 1954 (58-+)	
101	$125,000 & over																				101
102	$100,000-124,999	$5,000 intervals																			102
103	$95,000-99,999																				103
104	$90,000-94,999																				104
105	$85,000-89,999																				105
106	$80,000-84,999																				106
107	$76,000-79,999	$4,000 intervals																			107
108	$72,000-75,999																				108
109	$68,000-71,999																				109
110	$64,000-67,999																				110
111	$60,000-63,999																				111
112	$56,000-59,999																				112
113	$53,000-55,999	$3,000 intervals																			113
114	$50,000-52,999																				114
115	$47,000-49,999																				115
116	$44,000-46,999																				116
117	$41,000-43,999																				117
118	$38,000-40,999																				118
119	$36,000-37,999	$2,000 intervals																			119
120	$34,000-35,999																				120
121	$32,000-33,999																				121
122	$30,000-31,999																				122
123	$28,000-29,999																				123
124	$26,000-27,999																				124
125	$24,000-25,999																				125
126	$22,000-23,999																				126
127	Less than $22,000																				127

MASTERS DEGREE HIGHEST HELD (REPORT UNDER YEAR OF BACCALAUREATE DEGREE OR AGE, AS ABOVE)

201	$125,000 & over																				201
202	$100,000-124,999	$5,000 intervals																			202
203	$95,000-99,999																				203
204	$90,000-94,999																				204
205	$85,000-89,999																				205
206	$80,000-84,999																				206
207	$76,000-79,999	$4,000 intervals																			207
208	$72,000-75,999																				208
209	$68,000-71,999																				209
210	$64,000-67,999																				210
211	$60,000-63,999																				211
212	$56,000-59,999																				212
213	$53,000-55,999	$3,000 intervals																			213
214	$50,000-52,999																				214
215	$47,000-49,999																				215
216	$44,000-46,999																				216
217	$41,000-43,999																				217
218	$38,000-40,999																				218
219	$36,000-37,999	$2,000 intervals																			219
220	$34,000-35,999																				220
221	$32,000-33,999																				221
222	$30,000-31,999																				222
223	$28,000-29,999																				223
224	$26,000-27,999																				224
225	$24,000-25,999																				225
226	$22,000-23,999																				226
227	Less than $22,000																				227

DOCTORS DEGREE HIGHEST HELD (REPORT UNDER YEAR OF BACCALAUREATE DEGREE OR AGE, AS ABOVE)

301	$125,000 & over																				301
302	$100,000-124,999	$5,000 intervals																			302
303	$95,000-99,999																				303
304	$90,000-94,999																				304
305	$85,000-89,999																				305
306	$80,000-84,999																				306
307	$76,000-79,999	$4,000 intervals																			307
308	$72,000-75,999																				308
309	$68,000-71,999																				309
310	$64,000-67,999																				310
311	$60,000-63,999																				311
312	$56,000-59,999																				312
313	$53,000-55,999	$3,000 intervals																			313
314	$50,000-52,999																				314
315	$47,000-49,999																				315
316	$44,000-46,999																				316
317	$41,000-43,999																				317
318	$38,000-40,999																				318
319	$36,000-37,999	$2,000 intervals																			319
320	$34,000-35,999																				320
321	$32,000-33,999																				321
322	$30,000-31,999																				322
323	$28,000-29,999																				323
324	$26,000-27,999																				324
325	$24,000-25,999																				325
326	$22,000-23,999																				326
327	Less than $22,000																				327

NOTE: **Please use extra caution in filling in shaded areas.** Ordinarily no employees are reported in these portions of the form.

FORM A

(Please also complete Form B)

Questionnaire Form for Engineering Graduates in NON-SUPERVISORY Positions Only

PROFESSIONAL INCOME OF ENGINEERS – 1988

A survey conducted by the
ENGINEERING MANPOWER COMMISSION
American Association of Engineering Societies, Inc.
202-546-2237

Please observe the following procedure:

Fill in information for questions 1-5 below to enable correct classification of your reply.

Fill in the salary data for NON-SUPERVISORY engineering graduates on the inside of this form. Also fill in the data for SUPERVISORY engineers on Form B.

THEN FILL OUT THE IDENTIFICATION DATA ON THE FIRST PAGE OF BOTH FORMS A AND B and return **BOTH FORMS** to EMC.

If we do not receive name and address information with your return, we will have to send you an unnecessary follow-up mailing. Unidentified returns will not be included in the survey results. For further information see the instructions on the cover letter.

CLASSIFICATION QUESTIONS

1. Product or service code of organization (see below for preferred categories): ____________________
2. Total number of ALL employees in organization or unit (approximations are acceptable): ____________
3. Total number of NON-SUPERVISORY engineers reported on this Form A: ____________________
4. Please indicate state(s) in which these engineers are PREDOMINANTLY employed, for the purpose of determining regional salary differences: ____________________
5. If any employed NON-SUPERVISORY engineering graduates are NOT included in this report, please indicate the number of such employees and the reason for omission:

   Number: ____________ Reason: ____________________

SURVEY CATEGORIES USUALLY REPORTED BY EMC

Manufacturing Industry Groups (Specify product area below)

31 Aerospace
37 Automotive
35 Business machines
51 Ceramic products, stone, clay, glass, cement
11 Chemicals, drugs, plastics
27 Computer
21 Electrical machinery & equipment
26 Electronic equipment
52 Food products
34 Instruments (precision)
56 Lumber & wood products
36 Machinery (other than electrical)
42 Metal products, fabricated
41 Metals, basic
53 Paper products
18 Petroleum
46 Railroad equipment
55 Rubber & plastic products, fabricated
38 Shipbuilding
54 Textile products
59 Other (please specify only if none of the above categories is satisfactory)____________________

Non-Manufacturing Industry Groups (Specify service area below)

88 Business, trade, publishing
81 Communication services
68 Construction
71 Consultants, engineering & architectural
73 Engineering services, other
61 Mining
74 Research organizations & laboratories
84 Transportation services
86 Electric Utilities
87 Gas Utilities & Pipelines

Government (Specify Level)

01 Federal
02 State
03 Local

Nonprofit Institutions (Specify Type)

94 Professional societies & non-profit institutions

DO NOT DETACH THIS PAGE – SEE INSTRUCTIONS ON FORM

Have you considered responding by sending in your data on a floppy disk?
See instructions on the back of the cover letter for more information.

PROFESSIONAL INCOME OF ENGINEERS – 1988

FORM B – to be used with Form A
Questionnaire Form for Engineering Graduates in SUPERVISORY Positions Only

Please return this filled-out Form B along with Form A (for NON-SUPERVISORY engineers). **Unidentified returns cannot be included in the survey.** Confidentiality of your data is assured by the Engineering Manpower Commission.

If the mailing label affixed below is incorrect, please indicate correct address:

1. Name of Reporting Organization: ____________________

Address: ____________________

City: ____________________ State: __________ Zip Code: __________

2. Name and title of person responsible for data: ____________________

Tel. No. (   ) - __________

BE SURE TO COMPLETE ALL FOUR PAGES OF THIS FORM
RETURN THIS ENTIRE DATA FORM AND FORM A TO:

ENGINEERING MANPOWER COMMISSION
AMERICAN ASSOCIATION OF ENGINEERING SOCIETIES
415 2ND STREET, N.E., WASHINGTON, D.C. 20002

A Business Reply Envelope is provided for your convenience.

DEADLINES: early response is encouraged. Data entry begins on April 1, 1988. If you have not responded by that point, you may be contacted by phone by the Commission, which is interested in further increases in the coverage of this annual survey. Preliminary tabulations of results will start June 15; no responses can be processed after that date without making prior arrangements with EMC. Call the number listed on page 4 of this form.

DEADLINE: data entry begins APRIL 1, 1988; responses received after JUNE 15 cannot be processed without prior arrangements

FORM B PRESENT SALARY OF SUPERVISORY ENGINEERING GRADUATES ONLY

IMPORTANT — please read carefully before filling out form. DO NOT ENTER SALARY AMOUNTS. ENTER THE NUMBER OF PERSONS IN THE SALARY BRACKET

This form gives the distribution of employed engineering graduates as a function of salary bracket, highest degree held, and years of experience as measured since graduation with a bachelor's degree. Salary brackets are indicated at the left of each row — **note that some brackets include a wider salary range than others.** Separate sections of the form are set aside for each degree level — bachelor, master or doctor. Individuals are to be reported in the section corresponding to highest degree level, but within each section they are to be reported in the column for their **year of graduation with bachelor's degree,** to give a common basis for comparison. If year of graduation cannot be given, report by age (average 1987 graduate is 23, etc.). Data for those graduating in the 1st quarter of 1988 should be combined with that for 1987 graduates. See the sample filled-out form for an illustration.

SALARY — should include base salary before deductions, and any regular allowances such as cost of living differential, etc. Do not include unpredictable payments for overtime work, stock options, bonuses, etc. Rates should be those in effect on February 1, 1988.

SUPERVISORY ENGINEERS — should include all engineering graduates whose duties are primarily supervisory or managerial. It is recognized that the precise definition of this group will vary somewhat from company to company. **Please report all supervisory engineering graduates, including those who are in general management or non-technical positions.** If any must be omitted, please describe them on line 5 of the last page of this form. **Do not report part-time employees.**

	ANNUAL SALARY		YEAR OF BACCALAUREATE DEGREE (OR AGE)																	
	BACHELORS DEGREE HIGHEST HELD		1987 (23)	1986 (24)	1985 (25)	1984 (26)	1983 (27)	1982 (28)	1981 (29)	1980 (30)	1979 (31)	1976–1978 (32-34)	1973–1975 (35-37)	1970–1972 (38-40)	1967–1969 (41-43)	1964–1966 (44-46)	1961–1963 (47-49)	1958–1960 (50-52)	1955–1957 (53-57)	UP TO 1954 (58+)	
101	$125,000 & over																				101
102	$100,000-124,999	$5,000 intervals																			102
103	[illegible],000-99,999																				103
104	$90,000-94,999																				104
105	$85,000-89,999																				105
106	$80,000-84,999																				106
107	$76,000-79,999	$4,000 intervals																			107
108	$72,000-75,999																				108
109	$68,000-71,999																				109
110	$64,000-67,999																				110
111	$60,000-63,999																				111
112	$56,000-59,999																				112
113	$53,000-55,999	$3,000 intervals																			113
114	$50,000-52,999																				114
115	$47,000-49,999																				115
116	$44,000-46,999																				116
117	$41,000-43,999																				117
118	$38,000-40,999																				118
119	$36,000-37,999	$2,000 intervals																			119
120	$34,000-35,999																				120
121	$32,000-33,999																				121
122	$30,000-31,999																				122
123	$28,000-29,999																				123
124	$26,000-27,999																				124
125	$24,000-25,999																				125
126	$22,000-23,999																				126
127	Less than $22,000																				127

MASTERS DEGREE HIGHEST HELD (REPORT UNDER YEAR OF BACCALAUREATE DEGREE OR AGE, AS ABOVE)

201	$125,000 & over																				201
202	$100,000-124,999	$5,000 intervals																			202
203	$95,000-99,999																				203
204	$90,000-94,999																				204
205	$85,000-89,999																				205
206	$80,000-84,999																				206
207	$76,000-79,999	$4,000 intervals																			207
208	$72,000-75,999																				208
209	$68,000-71,999																				209
210	$64,000-67,999																				210
211	$60,000-63,999																				211
212	$56,000-59,999																				212
213	$53,000-55,999	$3,000 intervals																			213
214	$50,000-52,999																				214
215	$47,000-49,999																				215
216	$44,000-46,999																				216
217	$41,000-43,999																				217
218	$38,000-40,999																				218
219	$36,000-37,999	$2,000 intervals																			219
220	$34,000-35,999																				220
221	$32,000-33,999																				221
222	$30,000-31,999																				222
223	$28,000-29,999																				223
224	$26,000-27,999																				224
225	$24,000-25,999																				225
226	$22,000-23,999																				226
227	Less than $22,000																				227

DOCTORS DEGREE HIGHEST HELD (REPORT UNDER YEAR OF BACCALAUREATE DEGREE OR AGE, AS ABOVE)

301	$125,000 & over																				301
302	$100,000-124,999	$5,000 intervals																			302
303	$95,000-99,999																				303
304	$90,000-94,999																				304
305	$85,000-89,999																				305
306	$80,000-84,999																				306
307	$76,000-79,999	$4,000 intervals																			307
308	$72,000-75,999																				308
309	$68,000-71,999																				309
310	$64,000-67,999																				310
311	$60,000-63,999																				311
312	$56,000-59,999																				312
313	$53,000-55,999	$3,000 intervals																			313
314	$50,000-52,999																				314
315	$47,000-49,999																				315
316	$44,000-46,999																				316
317	$41,000-43,999																				317
318	$38,000-40,999																				318
319	$36,000-37,999	$2,000 intervals																			319
320	$34,000-35,999																				320
321	$32,000-33,999																				321
322	$30,000-31,999																				322
323	$28,000-29,999																				323
324	$26,000-27,999																				324
325	$24,000-25,999																				325
326	$22,000-23,999																				326
327	Less than $22,000																				327

NOTE: Please use extra caution in filling in shaded areas. Ordinarily no employees are reported in these portions of the form.

FORM B

(Please also complete Form A)

Questionnaire Form for Engineering Graduates in SUPERVISORY Positions Only

PROFESSIONAL INCOME OF ENGINEERS – 1988

A survey conducted by the
ENGINEERING MANPOWER COMMISSION
American Association of Engineering Societies, Inc.
202-546-2237

Please observe the following procedure:

Fill in information for questions 1-5 below to enable correct classification of your reply.

Fill in the salary data for SUPERVISORY engineering graduates on the inside of this form. Also fill in the data for NON-SUPERVISORY engineers on Form A.

THEN FILL OUT THE IDENTIFICATION DATA ON THE FIRST PAGE OF BOTH FORMS A AND B and return **BOTH FORMS** to EMC.

If we do not receive name and address information with your return, we will have to send you an unnecessary follow-up mailing. Unidentified returns will not be included in the survey results. For further information see the instructions on the cover letter.

CLASSIFICATION QUESTIONS

1. Product or service code of organization (see below for preferred categories): ____________
2. Total number of ALL employees in organization or unit (approximations are acceptable): ____________
3. Total number of SUPERVISORY engineers reported on this Form B: ____________
4. Please indicate state(s) in which these engineers are PREDOMINANTLY employed, for the purpose of determining regional salary differences: ____________
5. If any employed SUPERVISORY engineering graduates are NOT included in this report, please indicate the number of such employees and the reason for omission:

   Number: ________ Reason: ____________

SURVEY CATEGORIES USUALLY REPORTED BY EMC

Manufacturing Industry Groups (Specify product area below)
31 Aerospace
37 Automotive
35 Business machines
51 Ceramic products, stone, clay, glass, cement
11 Chemicals, drugs, plastics
27 Computer
21 Electrical machinery & equipment
26 Electronic equipment
52 Food products
34 Instruments (precision)
56 Lumber & wood products
36 Machinery (other than electrical)
42 Metal products, fabricated
41 Metals, basic
53 Paper products
18 Petroleum
46 Railroad equipment
55 Rubber & plastic products, fabricated
38 Shipbuilding
54 Textile products
59 Other (please specify only if none of the above categories is satisfactory) ____________.

Non-Manufacturing Industry Groups (Specify service area below)
88 Business, trade, publishing
81 Communication services
68 Construction
71 Consultants, engineering & architectural
73 Engineering services, other
61 Mining
74 Research organizations & laboratories
84 Transportation services
86 Electric Utilities
87 Gas Utilities & Pipelines

Government (Specify Level)
01 Federal
02 State
03 Local

Nonprofit Institutions (Specify Type)
94 Professional societies & non-profit institutions

DO NOT DETACH THIS PAGE – SEE INSTRUCTIONS ON FORM

Have you considered responding by sending in your data on a floppy disk?
See instructions on the back of the cover letter for more information.

PROFESSIONAL INCOME OF ENGINEERS – 1988

FORM C – replaces both Forms A and B

OPTIONAL short questionnaire form for organizations with NO MORE THAN 50 SUPERVISORY AND NON-SUPERVISORY ENGINEERS

If your organization employs NO MORE THAN 50 ENGINEERS, including both supervisors and non-supervisors, you may use this optional short-form questionnaire instead of the Engineering Manpower Commission's traditional Forms A (for non-supervisory engineers) and B (for supervisory engineers).

ENTER INFORMATION FROM THE MAILING LABELS ON YOUR OTHER FORMS BELOW
(correct the information if necessary):

1. Name of Reporting Organization: ______________________________

Address: ______________________________

City: ____________________ State: __________ Zip Code: __________

2. Name and title of person responsible for data: ______________________________

Tel. No. (______) ____________________

BE SURE TO COMPLETE ALL FOUR PAGES OF THIS FORM
RETURN ENTIRE FORM C TO:

ENGINEERING MANPOWER COMMISSION
AMERICAN ASSOCIATION OF ENGINEERING SOCIETIES
415 2ND STREET, N.E., WASHINGTON, D.C. 20002

A Business Reply Envelope is provided for your convenience.

DEADLINES: early response is encouraged. Data entry begins on April 1, 1988. If you have not responded by that point, you may be contacted by phone by the Commission, which is interested in further increases in the coverage of this annual survey. Preliminary tabulations of results will start June 15; no responses can be processed after that date without making prior arrangements with EMC. Call the number listed on page 4 of this form.

DEADLINE: data entry begins APRIL 1, 1988; responses received after JUNE 15 cannot be processed without prior arrangements

FORM C

PRESENT SALARY OF ENGINEERING GRADUATES

Optional Short Form for UP TO 50 supervisors and/or non-supervisors

IMPORTANT — please read carefully before filling out form.

This form discards EMC's traditional matrix-style instruments, which allow entry of data for large engineering staffs of up to several thousand persons, in order to provide a simpler data entry form for smaller organizations. Simply complete one line of the form for each engineer to be reported.

ALL indicated data is needed. NO other data is needed. Please do NOT write names on these forms.

SUPERVISORS include all engineering graduates whose duties are primarily supervisory or managerial. Other engineers are NON-SUPERVISORS. It is recognized that the precise definition of this term will vary somewhat from company to company. Please include engineering graduates who are currently in general management or non-technical positions. If any engineering graduates must be omitted, please describe on page 4 of this form. DO NOT REPORT PART-TIME EMPLOYEES. Only "S" or "N" should appear in the first column of the form.

EMC measures experience as the number of years since receiving the bachelor's degree. If that date is not available, age is used to estimate it. If you can provide both the year and age data, EMC will use this information to improve its estimation procedures. Either data element will suffice, however.

SALARY – should include base salary before deductions, and any regular allowances such as cost of living differential, etc. Do not include unpredictable payments for overtime work, stock options, bonuses, etc. Rates should be those in effect on February 1, 1988.

If you use this form, your copies of Forms A and B may be discarded. Check the mailing labels first; transfer the identification information on the labels to page one of this form. If corrections are needed, please CIRCLE the corrected information so we can update our records.

	Supervisor (S) or Non-supervisor (N)? Enter S or N	Highest Degree Held B = Bachelor, M = Master, P = Ph.D. Enter B, M, or P	Year graduated with BACHELOR's degree Enter YEAR	Age as of Feb. 1, 1988 Enter AGE	Salary as of Feb. 1, 1988 Enter SALARY
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FORM C

OPTIONAL short response form, used in place of both Forms A and B, for organizations with NO MORE THAN 50 ENGINEERS, including both supervisors and non-supervisors

PROFESSIONAL INCOME OF ENGINEERS – 1988

A survey conducted by the
ENGINEERING MANPOWER COMMISSION
American Association of Engineering Societies, Inc.
202-546-2237

This is an OPTIONAL form, replacing EMC's traditional Forms A and B, for organizations with no more than 50 engineers. If you elect to use it, please observe the following procedure:

- FILL IN INFORMATION FOR QUESTIONS 1-5 BELOW to enable correct classification of your reply
- FILL IN THE DATA LINES for each engineer in your organization on the inside of this form.
- FILL IN THE IDENTIFICATION DATA on the first page of this form, then return the completed Form C to EMC.

Unidentified forms will not be used in the survey. For more information see the instructions on the cover letter.

CLASSIFICATION QUESTIONS

1. Product or service code of organization (see below for preferred categories): ____________________
2. Total number of ALL employees in organization or unit (approximations are acceptable): ____________________
3. Please indicate state(s) in which these engineers are PREDOMINANTLY employed, for the purpose of determining regional salary differences: ____________________
4. If any employed NON-SUPERVISORY engineering graduates are NOT included in this report, please indicate the number of such employees and the reason for omission:

   Number: ____________ Reason: ____________________

5. If any employed SUPERVISORY engineering graduates are NOT included in this report, please indicate the number of such employees and the reason for omission:

   Number: ____________ Reason: ____________________

SURVEY CATEGORIES USUALLY REPORTED BY EMC

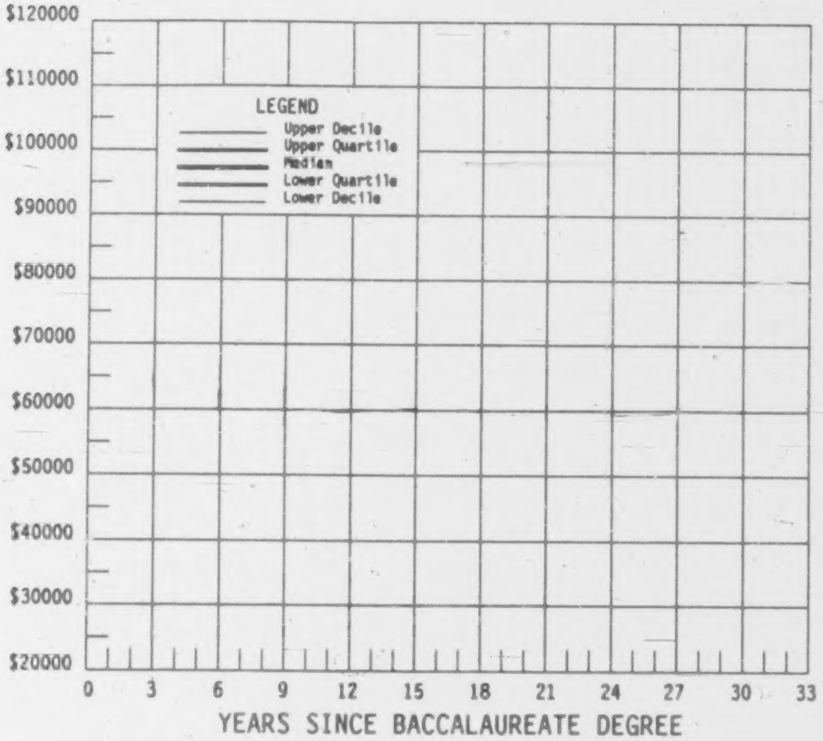
Manufacturing Industry Groups (Specify product area below)
31 Aerospace
37 Automotive
35 Business machines
51 Ceramic products, stone, clay, glass, cement
11 Chemicals, drugs, plastics
27 Computer
21 Electrical machinery & equipment
26 Electronic equipment
52 Food products
34 Instruments (precision)
56 Lumber & wood products
36 Machinery (other than electrical)
42 Metal products, fabricated
41 Metals, basic
53 Paper products
18 Petroleum
46 Railroad equipment
55 Rubber & plastic products, fabricated
38 Shipbuilding
54 Textile products
59 Other (please specify only if none of the above categories is satisfactory) ____________________

Non-Manufacturing Industry Groups (Specify service area below)
88 Business, trade, publishing
81 Communication services
68 Construction
71 Consultants, engineering & architectural
73 Engineering services, other
61 Mining
74 Research organizations & laboratories
84 Transportation services
86 Electric Utilities
87 Gas Utilities & Pipelines

Government (Specify Level)
01 Federal
02 State
03 Local

Nonprofit Institutions (Specify Type)
94 Professional societies & non-profit institutions

SALARY CURVES FOR ENGINEERS



RECENT ENGINEERING MANPOWER COMMISSION PUBLICATIONS

ENGINEERS' SALARIES: SPECIAL INDUSTRY REPORT 1988

A detailed breakdown of engineering salaries according to type of industry, geographic regions, company size, employee experience, highest degree held, and supervisory status. Tables and graphs depict salaries in medians, quartiles, deciles and means.

member price: $167.00 non-member price: $287.50

PROFESSIONAL INCOME OF ENGINEERS 1988

An abridged version of the *Special Industry Report.* Details for salary differences by highest degree held are not included; tabulations are added on engineering compensation in local, state and federal government agencies.

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Median, quartile, decile and mean salaries across 18 experience brackets for engineering faculty, by academic rank, contract types, and type of institution.

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A two-volume overview of the enrollment of students in engineering and engineering technology programs throughout the United States. Details by fields of study for specific schools and states, with added tabulations for women, minorities, and foreign nationals.

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Separate volumes:

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Part II: Technology Enrollments: member price: $70.00 non-member price: $115.00

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Separate volumes:

Part I: by School: member price: $55.00 non-member price: $89.00

Part II: Minorities: member price: $75.00 non-member price: $115.00

Part III: by Curriculum: member price: $55.00 non-member price: $89.00

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1989 subscription year, eight issues: member price: $66.00 non-member price: $110.00

Single copies: member price: $9.00 non-member price: $12.00

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